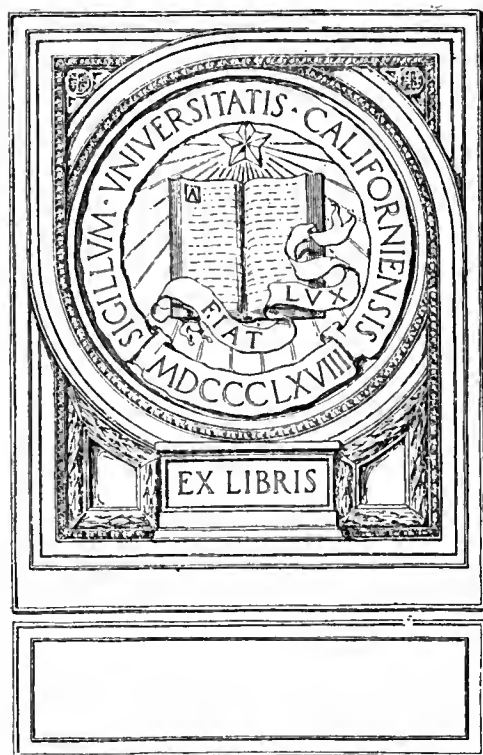


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UNIV. OF
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S U M M A R Y

OF

WAGES AND CONDITIONS FIXED BY
WAGES BOARDS

OR BY

COURT OF INDUSTRIAL APPEALS.

Victoria

This Summary is brought up to date (1st June, 1919). Piece-work Prices are not given

6689.—Price 1s.

This Summary is brought up to date (1st June, 1919).

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS OR BY COURT OF INDUSTRIAL APPEALS.

(Piece-work Prices are not given.)

Boys under 16 years of age, and women and girls, if worked in a factory for more than 48 hours per week must be paid overtime at the rate of time and a half under section 37 of Act 2650.

WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.

(1.) AERATED WATER TRADE.**

(Present Determination in force from 18.2.16.)

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of an aerated water or cordial or non-intoxicating beer manufacturer.”

(2)

Apprentices or improvers.	Juvenile Workers.	Other Employees.
<p>Wages per Week of 48 Hours.</p> <p>14 years 11s. 15 years 13s. 6d. 16 years 16s. 17 years 21s 18 years 25s. 19 years 27s. 6d. 20 years 35s.</p> <p>PROPORTION (within any factory or place.)</p> <p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 50s. per week of 48 hours.</p> <p><i>Improvers.</i> One improver to every ten or fraction of ten workers receiving not less than 50s per week of 48 hours.</p>	<p>Wages per Week of 48 Hours.</p> <p>Persons under 21 years of age other than apprentices or improvers engaged in general work, i.e., all work with the exception of—</p> <p>(a) Bottling aerated waters; (b) Carrying weights of 84 lbs. or over; (c) Working a foot crowner receiving the output of a power-filling machine—</p> <p>15 years 15s. 16 years 17s 6d. 17 years 23s 6d. 18 years 27s. 6d. 19 years 31s. 20 years 40s.</p>	<p>Wages per Week of 48 Hours.</p> <p>Persons in charge of machinery or aerated water making plant 60s. Cordial makers 60s. Bottlers 54s. All others 50s.</p>

- (3) TIME OF BEGINNING AND ENDING WORK } Time of Beginning. 7.30 a.m. 12 noon on the day on which the half-holiday is observed.
 } Time of Ending. 7.30 a.m. 6 p.m. on the other working days of the week.
- (4) OVERTIME. The following rates shall be paid for all work done during the times specified hereunder, viz :
 Within the hours fixed as the time of beginning and ending work in excess of 48 hours in any week }
 Between 12 noon and midnight on the weekly half-holiday } Time and a quarter.
 Between 6 p.m. and midnight on any other working day of the week }
 Between midnight and 7.30 a.m. } Double time.
- (5) CASUAL WORK.—(Casual employees, i.e., persons employed during any week for not more than 24 hours, shall be paid at the rate of time and a fifth.
- (6) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Foundation Day (6th day of January), Good Friday, Eight Hours Day (21st day of April), King's Birthday (3rd day of June), and Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

** Certain Commonwealth agreements apply in this trade.

(2.) AERATED WATER CARTERS.*

(Present Determination in force from 13.3.16.)

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in carting or driving, or assisting in carting or driving, in connexion with or incidental to the process, trade, or business of an aerated water or cordial or non-intoxicating beer manufacturer.”

(2)

Apprentices or Improvers.	Juvenile Workers.	Minimum Wage.	Hours of Work per Week.		Other Employees.	Minimum Wage.	Hours of Work per Week.	
			From 1st Oct. to 31st Mar.	From 1st April to 30th Sept.			From 1st Oct. to 31st Mar.	From 1st April to 30th Sept.
<p>WAGES.</p> <p>Per week of 55 hours from 1st October to 31st March, and 46 hours from the 1st April to 30th September.</p> <p>1st year 35s 2nd year 40s. 3rd year 45s.</p> <p>PROPORTION (by any employer.)</p> <p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 55s. per week.</p> <p><i>Improvers.</i> One improver to every six or fraction of six workers receiving not less than 55s. per week.</p>	<p>Waggon boys—</p> <p>Under 18 years of age... 25s. 18 years of age ... 30s. 19 years of age ... 37s. 20 years of age ... 45s.</p>		55	46	<p>Assistant carters ... 51s. Drivers of one-horse vehicles ... 55s. Drivers of two-horse vehicles ... 57s. 6d. And 3s. per week extra for each additional horae Motor drivers ... 60s. Stablemen ... 50s.</p>		55	46
							57	48

The hours fixed above for a week's work are to be taken as including time occupied attending to horses.

- (3) OVERTIME.—Any employee who in any week works for any time in excess of the hours fixed in the Determination as a week's work, shall be paid for such extra time at the rate of time and a half.
- (4) CASUAL LABOUR.—That a casual worker (i.e., an adult employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of time and a quarter.
- (5) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be paid for all work done on Sundays, New Year's Day, Foundation Day (26th January), Eight Hours Day (21st April), Good Friday, King's Birthday, or Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable for work done only on the day so substituted.

* There is a Commonwealth award for this occupation.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(3.) AGRICULTURAL IMPLEMENTS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandlingham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol; and the Shire of Braybrook.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—(a) Agricultural machinery or implements; (b) parts of agricultural machinery or implements; (c) bag-filling machinery, bone crushers, butter-making machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse-works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize-shellers, windmills."

On 21st December, 1910, this Board was given power to fix rates for persons "employed in assembling or putting together any parts of machinery or implements of classes or kinds same or similar to those for which the said Board has power to fix prices or rates."

(1) That on the 18th November, 1918, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Juvenile Workers.	Other Employees.
Wages per Week of 48 Hours.	Wages per Week of 48 Hours.	Wages per Week of 48 Hours.
1st year's experience 10s.	14 years of age 14s.	Assemblers 61s.
2nd year's experience 14s.	15 years of age 17s.	Attendants at paint mills 58s.
3rd year's experience 18s.	16 years of age 20s.	Belt cutters 61s.
4th year's experience 22s.	17 years of age 24s.	Blacksmiths 72s.
5th year's experience 28s.	18 years of age 28s.	Blacksmith's strikers 61s.
6th year's experience 34s.	19 years of age 35s.	Bulldozer men 67s.
	20 years of age 42s.	Carpenters 71s.
		Crane attendants.. .. 58s.
PROPORTION (in any factory or place).		Cranes—
<i>Apprentices.</i>		Operators of overhead travelling 61s.
One apprentice to every two or fraction		Men in charge of other 61s.
of two workers receiving at wages or		Drillers 61s.
piece-work prices not less than 58s. per		Fitters engaged in fitting scarifiers, harrows, drag
week of 48 hours.		harrows, disc ploughs, mould-board ploughs,
		disc cultivators, tooth cultivators, or rollers .. 65s.
		Other fitters 71s.
		Grinders 64s.
		Labourers 58s.
		Machinists (iron) not otherwise provided for .. 64s.
		Machinists (wood) not otherwise provided for .. 67s.
		Malleable iron annealers 61s.
		Men working wood-shaping machine or Boulton's
		carver 70s.
		Men working boring machine 61s.
		Men working mortising machines, or cross-cut
		saw 61s.
		Painters—Writers and liners 71s.
		Painters—Brush hands 61s.
		Paint mixers 61s.
		Pattern makers 78s.
		Persons dismantling implements 58s.
		Pullers-out 61s.
		Sheet iron workers 65s.
		Storeman under man in charge 58s.
		Stores, men in charge of 61s.
		Timber markers 70s.
		Timber stackers 58s.
		Timber yardsmen 61s.
		Turners 71s.
		Wheelwrights 71s.

DEFINITIONS—

Juvenile Workers—

Persons under 21 years of age (other than apprentices or improvers) employed—

- Finning, pointing, heating, and cutting off bolts in the bolt and nut making department.
- Screwing and tapping bolts in any department.
- Holding up for sheet iron workers or fitters.
- Crushing and wheeling coke.
- Striking for apprentices to blacksmithing.
- Working friction drilling machines, drilling holes up to and inclusive of $\frac{1}{8}$ -in. diameter.

Assembler—

Any adult person employed in putting together any of the classes or kinds of machinery or implements affected by the Determination, and which have been previously fitted or so standardized as to require no fitting; but shall not include any adult person employed in cutting or shaping the material of which such machinery or implements are composed.

(3) **OVERTIME.**—Any employee who works in excess of 48 hours in any week shall be paid for such work at the rate of time and a quarter.

(4) **SPECIAL RATES.**—Time and three-quarters shall be paid for all work done on Sundays, New Year's Day, Eight Hours Day (21st April), Good Friday, and Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for the day so substituted.

(5) **PIECE-WORK.**—The Board determines under the provisions of Section 144 of the *Factories and Shops Act 1915* that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions; and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(4.) AGRICULTURAL IMPLEMENTS (COUNTRY).

NOTE.—This Determination applies to the whole of the State outside and excepting the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Act; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol; the township of Gisborne; and the shire of Braybrook.

This Board, which was appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in—

(1) The process, trade, or business of a maker of—

- (a) Agricultural machinery or implements;
 (b) Parts of agricultural machinery or implements;
 (c) Bag filling machinery, bone-crushers, butter-making machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills; or

(2) Assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those mentioned in paragraph (1),

has made the following Determination, namely:—

(1) That on the 2nd January, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Juvenile Workers.	Other Employees.
Wages per Week of 48 Hours.	Wages per Week of 48 Hours.	Wages per Week of 48 Hours.
1st year's experience ... 10s.	Persons under 21 years of age (other than apprentices or improvers) employed—	Pattern makers 72s.
2nd ,, ... 14s.	(a) Screwing bolts,	Moulders 72s.
3rd ,, ... 18s.	(b) Holding up for sheet-iron workers or fitters,	Blacksmiths, carpenters, men working shaping machine or Boulton's carver, timber markers, and wheelwrights 68s.
4th ,, ... 22s.	(c) Crushing and wheeling coke,	Fitters engaged in fitting scarifiers, harrows, drag harrows, disc ploughs, mould-board ploughs, disc cultivators, tooth cultivators, rollers, lifting-jacks, or stump extractors .. 58s.
5th ,, ... 28s.	(d) Striking for apprentices to blacksmithing,	Other fitters and turners 66s.
6th ,, ... 34s.	(e) Working friction drilling machines drilling holes up to and inclusive of $\frac{7}{16}$ in. diameter	Painters—writers or liners 68s.
PROPORTION (in any factory or place).	14 years of age 14s.	P.inters—brush hands 57s.
<i>Apprentices.</i>	15 ,, 17s.	Sheet-iron workers and man in charge of bulldozer, press, or power hammer 58s.
Two apprentices to every five or fraction of five workers receiving not less than 57s. per week of 48 hours.	16 ,, 20s.	Belt-cutters, drillers, grinders, malleable iron annealers, men working boring machine, mortising machine, or cross cut saw ... 57s.
	17 ,, 24s.	Machinists (iron), not provided for above ... 58s.
	18 ,, 28s.	Machinists (wood), not provided for above ... 66s.
	19 ,, 35s.	Strikers and assemblers 57s.
	20 ,, 42s.	All others 57s.
<i>Improvers.</i>		
One improver to every three or fraction of three workers receiving not less than 57s. per week of 48 hours.		

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning.	Time of Ending.
7 30 a.m.	1 p.m. on the day on which the half-holiday is observed locally.
7.30 a.m.	6 p.m. on the other working days of the week.

(4) OVERTIME.—That the following rate shall be paid for all work done:—

- (a) Outside the hours fixed in Clause (3) } Time and a quarter.
 (b) Within the hours fixed in Clause (3) in excess of 48 hours in any week }

(5) SPECIAL RATES.—Time and three quarters shall be paid for all work done on Sundays, New Year's Day, 21st April (Eight Hours Day), Good Friday, Easter Monday, and Christmas Day, but if any other day be by Act of Parliament or Proclamation substituted for the above holidays the special rate shall be payable only on the day so substituted.

(6) PIECE-WORK.—The Board determines under the provisions of Section 144 of the *Factories and Shops Act 1915* that any employer may fix and pay piece work prices to any person employed at any work for which the Board has fixed a minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

ANIMAL MANURE, see No. 90.

ARTIFICIAL MANURE, see No. 91.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(5.) ASPHALTERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of asphaltting or tar paving" has made the following Determination, namely:—

(1) That on the 22nd day of March, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.	
Wages per week of 48 hours.				WAGES.	
Apprentices.		Improvers.			
17 years of age	... 28s.	1st year's experience	33s.	Men on mastic machine boilers	... 85s. per week of 60 hours
18 " "	... 33s.	2nd " "	38s.	Layers	... 72s. " 48 "
19 " "	... 38s.	3rd " "	48s.	Binmen and mixers on asphalt	... 72s. " 48 "
20 " "	... 48s.			Tar distillers	... 72s. " 48 "
				Rubbers down	... 68s. " 48 "
				All others	... 66s. " 48 "

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 66s. per week of 48 hours.

Improvers.

One improver to the first three workers receiving not less than 66s. per week of 48 hours, and thereafter one improver to every six workers receiving not less than that wage.

(3) TIME OF BEGINNING AND ENDING WORK.—

	Time of beginning.	Time of ending.
Potmen	6.30 a.m.	5 p.m. on each of five days of the week.
	6.30 a.m.	11.45 a.m. on the day on which the half-holiday is observed.
All others (except men on mastic machine boilers)	7.30 a.m.	5 p.m. on each of five days of the week.
	7.30 a.m.	11.45 a.m. on the day on which the half-holiday is observed.

(4) OVERTIME.—

Men on mastic machine boilers—

For work done in excess of 60 hours in any week—

First two hours ... Time and a quarter.

Thereafter ... Time and a half.

All other persons—

(a) Within the hours fixed in Clause 3 in excess of 48 hours in any week ... Time and a quarter.

(b) Outside the hours fixed in Clause 3—

Between 11.45 a.m. and 1.45 p.m. on the day on which the half-holiday is observed, or between 5 p.m. and 7 p.m. on the other working days ... Time and a quarter.

Between 1.45 p.m. and midnight on the day on which the half-holiday is observed, or between 7 p.m. and midnight on the other working days, or between midnight and the time of beginning work ... Time and a half.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on New Year's Day, Good Friday, Eight Hours Day (21st April), Christmas Day, or Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6.) BAGMAKERS.

NOTE.—This Determination applies to the Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong and Warrnambool; the towns of Ballarat East and Sandringham, and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags," has made the following Determination, namely:—

(1) That on the 1st day of October, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Juvenile Female Workers.		Other Employees.	
WAGES.		WAGES.		WAGES.		WAGES.	
Per week of 48 hours.		Per week of 48 hours.		Per week of 48 hours.		Per week of 48 hours.	
1st 6 months	.. 12s.	1st 6 months	.. 12s.	1st 6 months	.. 12s.	MALES.	
2nd " "	.. 13s.	2nd " "	.. 13s.	2nd " "	.. 13s.	Repairers by hand	.. 59s.
2nd year	.. 15s.	2nd year	.. 15s.	2nd year	.. 15s.	Repairers by machine	.. 59s.
3rd " "	.. 18s.	3rd " "	.. 18s.	3rd " "	.. 18s.	All others	.. 55s.
4th " "	.. 22s.	4th " "	.. 22s.	4th " "	.. 22s.	FEMALES.	
5th " "	.. 25s. 6d.	5th " "	.. 25s. 6d.	5th " "	.. 25s. 6d.	Bag-making machinists	.. 29s.
PROPORTION.		PROPORTION.				Sacking cutters by hand	.. 29s.
Males.		Males.				Repairers by hand	.. 37s.
One male apprentice to every three male workers or fraction thereof receiving not less than 55s. per week of 48 hours.		One male improver to every six or fraction of six male workers receiving not less than 55s. per week of 48 hours.				Repairers by machine	.. 31s. 6d.
Females.		Females.				Persons over 21 years of age bag-making (hand or machine) without previous experience—	
One female apprentice to every three female workers or fraction thereof receiving not less than 27s. 6d. per week of 48 hours.		One female improver to every six or fraction of six female workers receiving not less than 27s. 6d. per week of 48 hours.				1st 6 months	.. 22s.
						2nd " "	.. 25s.
						All others	.. 27s. 6d.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(7.) BEDSTEAD MAKERS—*continued.*

DEFINITION.—Juvenile Workers—Persons under 21 years of age (other than apprentices or improvers) who, if females, are employed as wrappers, or, if males, are employed in (a) chipping or casting; (b) wrapping, packing, or moving material; or (c) cleaning, heating, or closing tubes, angle or bar-iron.

(3) **Overtime.**—Any employee who in any week works for any time in excess of the maximum number of hours fixed for a week's work shall be paid for such extra time at the rate of time and a quarter.

(4) **Special Rates.**—That double time shall be the special rate for all work done on Sunday, Good Friday, Eight Hours Day (21st April), Christmas Day, Boxing Day, New Year's Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(5) **Piece-work.**—The Board determines, under the provisions of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates fixed by the Board for such work.

(8.) BILLPOSTERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Acts*, the cities of Ballarat, Bendigo, Geelong, and Warrnambool, the towns of Ballarat East and Sandringham, and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of bill posting," has made the following Determination, namely:—

(1) That on the 13th day of July, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.										
WAGES.				WAGES.										
				Per Week of 48 hours.										
				s. d.										
1st	six months' experience	...	...	...	22	6	Billposters	...	...	...	...	...	57	6
2nd	"	...	...	...	27	6								
3rd	"	...	...	...	32	6								
4th	"	...	...	...	37	6								
5th	"	...	...	...	40	0								
6th	"	...	...	...	42	6								
PROPORTION.														
<i>Apprentices.</i>														
One apprentice to every three or fraction of three workers receiving not less than 57s. 6d. per week of 48 hours.														
<i>Improvers.</i>														
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 57s. 6d. per week of 48 hours.														

(3) **CASUAL LABOUR.**—Casual employees (*i.e.*, persons employed during any week for not more than 24 hours) shall be paid at the rate of time and a half.

(4) **OVERTIME.**—Any employee who works in any week for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a quarter.

(5) **SPECIAL RATES.**—Double time shall be the special rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(9.) BISCUIT.*

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District, as defined in the *Factories and Shops Acts*; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham, and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any person employed in making biscuits," has made the following Determination, namely:—

NOTE.—On the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits.

* *There is a Commonwealth award in this trade.*

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(9.) BISCUIT*—*continued.*

(1) That on the 17th day of January, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.			Improvers.			Juvenile Workers.			Other Employees.	
WAGES.			WAGES.			WAGES.			WAGES.	
Per week of 48 hours.			Per week of 48 hours.			Per week of 48 hours.			Per week of 48 hours.	
Males.		Females.	Males.		Females.	Males.		Females.		
<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>			
1st year ..	15 6	14 6	1st year ..	15 6	14 6	1st year ..	15 6	14 6	Bakers ..	66s.
2nd „ ..	18 0	17 0	2nd „ ..	18 0	17 0	2nd „ ..	18 0	17 0	Brakesman ..	62s.
3rd „ ..	22 0	19 6	3rd „ ..	22 0	19 6	3rd „ ..	22 0	19 6	Men carrying and stacking flour ..	72s.
4th „ ..	30 0	22 6	4th „ ..	30 0	22 6	4th „ ..	30 0	22 6	Mixers ..	66s.
5th „ ..	36 0	25 0	5th „ ..	36 0	25 0	5th „ ..	36 0	25 0	Oven firemen ..	62s.
6th „ ..	42 0	28 0	6th „ ..	42 0	28 0	6th „ ..	42 0	28 0	All other males ..	60s.
7th „ ..	48 0	..	7th „ ..	48 0	..	7th „ ..	48 0	..	All females ..	31s.
PROPORTION.			PROPORTION.							
<i>Males.</i>			<i>Males.</i>							
One male apprentice to every three or fraction of three male workers receiving not less than 60s. per week of 48 hours.			One male improver to every three or fraction of three male workers receiving not less than 60s. per week of 48 hours.							
<i>Females.</i>			<i>Females.</i>							
One female apprentice to every three or fraction of three female workers receiving not less than 31s. per week of 48 hours.			One female improver to every three or fraction of three female workers receiving not less than 31s. per week of 48 hours.							

(3) DEFINITION OF JUVENILE WORKERS.

Persons under 21 years of age (other than apprentices or improvers) employed at—

Baking, cutting, spreading, and filling of all wafers and biscuits;	Packing boxes, cartons, or casks;
Blanching nuts;	Picking and sorting nuts or biscuits;
Bringing fuel to ovens;	Preparing batters for wafers and drops;
Carrying goods, materials, or utensils;	Putting fruit or peel on biscuits;
Cleaning bake-house or premises;	Setting biscuits on trays;
Cleaning, greasing, or scraping burning-off baking trays;	Scraping, weighing, and marking tins or boxes;
Counting, cracking, and preserving eggs;	Sifting flour, sugar, or other ingredients;
Dusting and wheeling trays;	Stamping, piping, icing, or dotting biscuits;
Feeding and emptying elevators;	Stirring icing sugar and filling for wafers and biscuits in small basins, after having been previously beaten by the machine;
Feeding and emptying ovens, cutting and other machines with trays or dough;	Stirring gum or paste;
Grinding dates and other fruit;	Turning hand machine;
Grinding acids and other ingredients;	Wrapping;
Labelling;	Washing butter;
Labelling, weighing, and marking of all wafers;	Washing, cleaning, papering tins, boxes, or casks; or
Packing, sorting, or papering tins;	Working whisking and icing machines.

(4) OVERTIME.—Any time worked in excess of 48 hours in any week shall be paid for at the rate of time and a half.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sundays, Good Friday, 21st April (Eight Hours Day), or Christmas Day; and time and a half shall be the rate for all work done on New Year's Day, 26th January (Foundation Day), King's Birthday, Boxing Day, or Easter Monday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK.—The Board determines, under the provisions of Section 144 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

* There is a Commonwealth award in this trade.

(10.) BOILERMAKERS.

NOTE.—This Determination applies to the whole of the State of Victoria.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the process, trade, or business of—

(a) boiler making;

(b) plating or riveting or caulking or angle-iron smithing in connexion with

- (1) iron and steel ship building;
- (2) bridge building;
- (3) girder, tank, waggon, or truck making;
- (4) wrought iron or steel pipe making;
- (5) structural iron or steel work."

has made the following Determination, namely:—

NOTE.—When the resolution creating this Board was passed through Parliament the words printed above in italics were not included. The Governor in Council by Order dated 13th January, 1913, added to the Board's powers, and the resolution has been here printed in the above form for convenience of reference with the added powers indicated by italics.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(10.) BOILERMAKERS—continued.

(1) That on the 28th day of March, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Juvenile Workers, i.e., Persons under 21 years of age (other than apprentices or improvers) heating rivets, assisting apprentices or improvers, or labouring.	Other Employees.			
		Day Shift.		Night Shift.	
Wages per week of 48 hours.	Wages per week of 48 hours.	Per hour.	Per week of 48 hours.	Per hour.	Per week of 48 hours.
1st year's experience 8s.	Under 15 years of age 12s. 6d.	<i>s. d.</i>	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
2nd " " 12s.	15 years of age .. 15s.				
3rd " " 16s.	16 " " .. 17s. 6d.				
4th " " 20s.	17 " " .. 22s. 6d.				
5th " " 25s.	18 " " .. 27s. 6d.				
6th " " 35s.	19 " " .. 32s. 6d.				
	20 " " .. 40s.				
PROPORTION.					
Apprentices.					
One apprentice to every three or fraction of three workers receiving not less than 63s. per week of 48 hours.					
An indenture of apprenticeship prescribed was approved on 6th August, 1912					
Improvers.					
One improver to the first four or fraction of four workers receiving not less than 86s. per week of 48 hours, and thereafter one improver to every additional four workers receiving not less than that wage.					
		Boilermakers working—			
		(a) where the artificial temperature is 130° F. or over ..	3 6½	8 10 0	5 2 12 8 0
		(b) where the artificial temperature is 115° F. or over ..	2 6½	6 2 0	3 8 8 16 0
		Angle-smiths, boiler stayers, caulkers, chippers, flangers, levellers, markers, oxy-acetylene cutters, platers, tappers, tubers, welders, persons knocking down or snapping rivets, or persons in charge of the following machines, viz.:—Angle-iron cutting or straightening, bending, caulking, nipping, notching, punching, riveting, rolling, shearing, horizontal punches, or hydraulic presses—			
		(a) employed on repairs to employer's plant ..	1 9½	4 6 0	2 0½ 4 18 0
		(b) employed on other repair work ..	1 9½	4 6 0	2 8½ 6 9 0
		(c) employed on any other work ..	1 9½	4 6 0	2 0½ 4 18 0
		Persons working portable drilling machines in ship-building yards or ship repair shops—			
		(a) on ship construction ..	1 9½	4 6 0	2 0½ 4 18 0
		(b) on ship repair work ..	1 9½	4 6 0	2 8½ 6 9 0
		(c) on other work ..	1 4½	3 6 0	1 7½ 3 18 0
		Other drilling machinists ..	1 4½	3 6 0	1 7½ 3 18 0
		Circular sawyers, joist cropping machinists, plate edge planers or grinding machinists ..	1 6	3 12 0	1 9 4 4 0
		Erecting hands and tackle riggers employed outside a workshop ..	1 6	3 12 0	1 9 4 4 0
		Power hack sawyers ..	1 4½	3 6 0	1 7½ 3 18 0
		All other persons—			
		(a) working where the artificial temperature is 130° F. or over ..	2 9½	6 14 0	4 0½ 9 14 0
		(b) working where the artificial temperature is 115° F. or over ..	1 9½	4 6 0	2 6½ 6 2 0
		(c) employed on repair work in connexion with a ship or steamer ..	1 6	3 12 0	2 3 5 8 0
		(d) working inside buoys, digesters, vats, gas generators, enclosed tanks, receivers or boilers (other than on ship or steamer work), or helping at hand flanging or levelling material at the furnace or fires, or working with hammers 14 lbs. weight or over—			
		on repair work ..	1 6	3 12 0	2 3 5 8 0
		on other work ..	1 6	3 12 0	1 9 4 4 0
		(e) employed on any boiler work, or any shop machine or any constructional work not included above ..	1 4½	3 6 0	1 7½ 3 18 0
		(f) labouring ..	1 3½	3 3 0	1 6½ 3 15 0
		Any person who is employed in any of the above capacities outside a workshop and is placed in charge of six or more adult workers shall be paid 1s. per day above the ordinary rate,			

(3) ALLOWANCES.—Persons employed in connexion with repair work shall be paid the following allowances in addition to the rates provided in Clause 2:—

Oxy-acetylene welders or cutters employed outside a workshop ..	2s. per shift or part of a shift
All other persons ..	1s. " " "

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(10.) BOILERMAKERS—continued.

(4) SHIFTS.—(a) The hour of beginning and the hour of ending each shift shall be as follows:—

Day Shift—	Time of Beginning.	Time of Ending.
Monday, Tuesday, Wednesday, Thursday, and Friday ..	7.30 a.m.	5.15 p.m.
Saturday	7.30 a.m.	12 noon
Night Shift—		
Monday—Tuesday	8 p.m., Monday	6 a.m., Tuesday
Tuesday—Wednesday	8 p.m., Tuesday	6 a.m., Wednesday
Wednesday—Thursday	8 p.m., Wednesday	6 a.m., Thursday
Thursday—Friday	8 p.m., Thursday	6 a.m., Friday
Friday—Saturday	8 p.m., Friday	6.30 a.m., Saturday

(b) The higher rate to be paid for each hour or fraction of an hour worked by an employee before or after his shift shall be as follows:—

Persons employed on repairs to employer's plant used on structural work or in the manufacture of boilers, ships, bridges, girders, tanks, waggons, trucks, or pipes ..	Time and a half, calculated on the rates fixed in clause 2 for the day shift.
Persons employed on other repairs	Time and a half, calculated on the rates fixed in clause 2 for the day shift, with the addition of 1½d. per hour.
All other persons	Time and a half, calculated on the rates fixed in clause 2 for the day shift.

(5) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than 24 hours) shall be paid at the rate of time and a half.

(6) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(11.) BOOT.*

NOTE.—This Determination applies to the Metropolitan District as defined in the Factories and Shops Act; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Cmilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person for wholly or partly preparing or manufacturing, either inside or outside a factory or work-room, boots, shoes, and slippers of every description," has made the following Determination, namely:—

(1) That on the 7th November, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.					Other Employees		Minimum Wage.	Hours of Work per Week.	
MALES.					FEMALES.		MALES.		
Wages Per Week of 48 Hours.					Wages.		Adult males		
Commencing Age.					Per week of 48 hours.		FEMALES.		
—	Under 16 years.	16 years.	17 years.	18 years or over.	s. d.	s. d.			
1st year ..	9 6	14 6	14 6	21 0			Females with or without experience employed clicking (but not skiving or trimming) insides or outsides of uppers, or stuff cutting, stuff fitting, or preparing for makers, or making or finishing (but not ironing and sizing of uppers, or socking)	72s.	48
2nd year ..	14 6	21 0	21 0	27 0			Females with four years' experience and over employed operating wax thread machines	42s.	48
3rd year—						70 0	Other females with four years' experience and over	34s.	48
1st 6 months	21 0	27 0	27 0	38 6			With less than 6 months' experience	21s.	48
2nd 6 months	21 0	27 0	27 0	44 6			With 6 and less than 12 months' experience	24s.	48
4th year—							With 12 and less than 18 months' experience	28s.	48
1st 6 months	27 0	33 6	33 6	Minimum wage			And thereafter	34s.	48
2nd 6 months	27 0	33 6	33 6	Minimum wage					
5th year—									
1st 6 months	33 6	38 6	38 6	Minimum wage					
2nd 6 months	33 6	44 6	44 6	Minimum wage					
6th year—									
1st 6 months	38 6	44 6	44 6	Minimum wage					
2nd 6 months	44 6	44 6	44 6	Minimum wage					
Thereafter ..	Minimum wage								

Proportion.

One male apprentice to every three or fraction of three male workers employed and receiving at wages rates or earning at piece-work prices not less than 72s. per week of 48 hours.

Proportion.

One male improver to ten or over ten male workers employed and receiving at wages rates or piece-work prices not less than 72s. per week of 48 hours.

Improvers employed clicking (but not skiving or trimming) insides or outsides of uppers, or stuff cutting, stuff fitting, or preparing for makers, or making or finishing (but not ironing and sizing of uppers, or socking) .. 70 0

Apprentices and all other improvers—
 1st 6 months' experience .. 12 0
 2nd " " .. 13 6
 3rd " " .. 16 0
 4th " " .. 17 6
 5th " " .. 19 0
 6th " " .. 21 0
 7th " " .. 24 0
 8th " " .. 27 0

Proportion.

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece-work prices not less than 34s. per week of 48 hours.

Proportion.

Two female improvers to each female worker employed and receiving at wages rates or earning at piece-work prices not less than 34s. per week of 48 hours.

(3) OVERTIME.—The higher rate to be paid to males over the age of sixteen years for any hour or fraction of an hour worked in any day in a factory before or after the ordinary working hours of a factory shall be—

First two hours	Time and a quarter.
Thereafter	Time and a half.

(4) SPECIAL RATES.—Double time shall be the special rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(5) INSIDE WORKERS.—Employers shall supply all grindery, colours, and materials, and also find workshop room and light for inside workers, free of charge.

(6) OUTSIDE WORKERS.—Employers shall supply all grindery, colours, and materials (except for wax-thread work) for outside workers, free of charge.

(7) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board, which has also determined that the employer may fix piece-work prices (to be based on the wages rates determined) for persons employed at making cripple corks.

* There is a Commonwealth award in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(12.) BOOT DEALERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business of a seller of boots, shoes, or slippers, being a business usually or frequently carried on in a shop," has made the following Determination, namely:—

(1) That on the 6th January, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices or Improvers.				Other Employees.			
Wages per Week of 48 Hours.				Wages per Week of 48 Hours.			
				Males.	Females	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies
				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years				10 0	8 6		
16 years				12 6	11 6		
17				18 0	15 0		
18				24 0	19 0		
19				29 6	22 0		
20				36 0	26 0		
PROPORTION (in any Shop or Place.)							
APPRENTICES.							
<i>Males.</i>							
One male apprentice to every three or fraction of three male persons receiving not less than 46s. per week of 48 hours.							
<i>Females</i>							
One female apprentice to every three or fraction of three female persons receiving not less than 28s. 6d. per week of 48 hours.							
IMPROVERS.							
<i>Males.</i>							
Two male improvers to the first male person, and thereafter one to each additional male person receiving not less than 46s. per week of 48 hours.							
<i>Females.</i>							
Two female improvers to the first female person, and thereafter one to each additional female person receiving not less than 28s. 6d. per week of 48 hours.							
Provided that one female improver in lieu of one male improver, or one male improver in lieu of one female improver, may be employed							
MALES.							
Head salesman or branch manager, i.e., the person for the time being intrusted with the control or superintendence of a boot department or branch shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to supervising such department or branch shop—							
(a) Working singly				77 6		72 6	
(b) In charge of 1, 2, 3, or 4 persons				77 6		72 6	
(c) In charge of 5 or more persons				85 0		80 0	
Salesmen—							
21 years of age				48 0		46 0	
22				55 0		53 0	
23 or over				67 6		65 6	
Persons employed in the parcels or country order office, or as packers, porters, or storemen—							
21 years of age				48 0		46 0	
22				55 0		53 0	
23 or over				67 6		65 6	
FEMALES.							
Head saleswoman or branch manageress, i.e., the person for the time being intrusted with the control or superintendence of a boot department or branch shop, notwithstanding she may be under the orders of a superior who does not devote his whole time to supervising such department or branch shop—							
(a) Working singly				77 6		72 6	
(b) In charge of 1, 2, 3, or 4 persons				77 6		72 6	
(c) In charge of 5 or more persons				85 0		80 0	
Saleswomen—							
21 years of age				28 6		28 6	
22				31 0		31 0	
23 or over				37 6		34 6	

(3) OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(4) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than 24 hours) shall be paid at the rate of double time.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, and time and a half shall be the rate for all work done on New Year's Day, Foundation Day (26th of January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

BRASSWORKERS. *see Engineers and Brassworkers (Skilled) (54a) and (Unskilled) (55) Boards.*

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(13.) BREAD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.*

This Board, which was appointed "to determine the lowest price or rate of payment for bread making or baking," has made the following Determination, namely:—

(1) That on the 23rd December, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices.		Improvers.		Other Employees.		
WAGES.		WAGES.		Foreman or Single Hands.	Persons not provided for elsewhere in this Determination	
Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per Hour.		Per Hour.	
1st six months .. 12 6	1st six months .. } £3	2nd .. 15 0	2nd .. 17 6	Between 12 midnight and 8.30 a.m. .. 1 11	1 9	1 9
2nd .. 15 0	3rd .. 17 6	3rd .. 17 6	4th .. 20 0	" 8.30 a.m. and 10.30 a.m. .. 2 5	2 3	2 3
3rd .. 17 6	4th .. 20 0	4th .. 20 0	5th .. 22 6	" 10.30 a.m. and 7 p.m. .. 1 9	1 7	1 7
4th .. 20 0	5th .. 22 6	5th .. 22 6	6th .. 25 0	" 7 p.m. and 12 midnight .. 3 6	3 6	3 2
5th .. 22 6	6th .. 25 0	6th .. 25 0	7th .. 32 6	<i>Double Nights.</i>		
6th .. 25 0	7th .. 32 6	7th .. 32 6	8th .. 42 6	<i>(i.e., nights on which bread for more than one day's consumption is produced)—</i>		
7th .. 32 6	8th .. 42 6	8th .. 42 6		Between 9 p.m. and 8.30 a.m. .. 1 11	1 9	1 9
8th .. 42 6				" 8.30 a.m. and 10.30 a.m. .. 2 5	2 3	2 3
				" 10.30 a.m. and 7 p.m. .. 1 9	1 7	1 7
				" 7 p.m. and 9 p.m. .. 3 6	3 6	3 2
PROPORTION (within any factory or place).	PROPORTION (within any factory or place).	Jobbers (<i>i.e.</i> , casual workers engaged for 24 hours or less in any one week) .. 2s. 2d. per hour				
One apprentice to every three or fraction of three workers receiving not less than £4 4s. per week of 48 hours.	One improver to every eight workers receiving not less than £4 4s. per week of 48 hours.	Makers or bakers of rye bread, Vienna bread, or rolls .. 1s. 9½d. "				
An amended indenture of apprenticeship prescribed was approved on 11.12.18.		Persons engaged making doughs by machine .. 1s. 9d. "				

(3) OVERTIME.—(a) That any employee (other than an apprentice) who works in any one week for any time in excess of 48 hours shall be paid for such extra time at the wages rate of time and a third.

(b) That any apprentice who works in any one week for any time in excess of 48 hours shall be paid for such extra time at the rate of 1s. 9d. per hour.

(4) SPECIAL RATES FOR PUBLIC HOLIDAYS.—That payment for all work done on New Year's Day, 26th January (Foundation Day), Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, and Boxing Day shall be at the rate of time and a half; but if any other day be by Act of Parliament or proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(5) A schedule of piece-work prices has been fixed by the Board for persons employed making hand-made doughs.

*When the Determination of the Provincial Bread Board comes into force the Determination of the Bread Board will apply to the Metropolitan District only.

(14.) BREAD (COUNTRY)

NOTE.—This Determination applies to the whole of the State outside and excepting the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to determine the lowest prices or rates of payment for bread-making or baking.

(1) That this Determination shall come into force on the 26th day of March, 1917.

(2) WAGES.

Apprentices.		Improvers.		Other Employees.	
Per week of 48 hours.		Per week of 48 hours.			
1st year .. 15s.	£2 14s.	Foremen or single hands .. 1s. 9d. per hour or 84s. per week of 48 hours			
2nd .. 20s.		Makers or bakers of rye bread, Vienna bread, or rolls .. 1s. 7½d. per hour or 77s. per week of 48 hours			
3rd .. 25s.		Persons engaged making doughs by machine .. 1s. 7d. per hour or 76s. per week of 48 hours			
4th year—		Jobbers, <i>i.e.</i> , casual workers engaged for not more than 24 hours in any one week .. 2s. per hour			
1st 6 months .. 32s. 6d.		Persons not provided for elsewhere in this Determination .. 1s. 7d. per hour or 76s. per week of 48 hours			
2nd 6 .. 40s.					
PROPORTION.	PROPORTION.				
One apprentice to every three or fraction of three workers receiving not less than £3.16s. per week of 48 hours.	One improver to the first three or fraction of three, and thereafter one improver to every eight workers receiving not less than £3 16s. per week of 48 hours.				

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(14.) BREAD (COUNTRY)—*continued.*

(3) OVERTIME—

(a) Any employee (other than an apprentice) who works for any time in excess of 48 hours shall be paid for such extra time at the wages rate of time and a half.

(b) Any apprentice who works in any week for any time in excess of 48 hours shall be paid for such extra time at the rate of double time for the first eight hours, and thereafter at the rate of 1s. 7d. per hour.

(4) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(5) A schedule of piece-work prices has been fixed by the Board for persons employed making hand-made doughs.

(15.) BREAD (PROVINCIAL).

(Determination not yet made.)

NOTE.—This Determination applies to the following parts of Victoria, namely:—The cities of Ballarat, Bendigo, Geelong, and Warrnambool; the town of Ballarat East; and the boroughs of Eaglehawk Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to "determine the lowest prices or rates of payment for breadmaking or baking."

(16.) BREAD CARTERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in carting or driving or assisting in carting or driving in the business of baker or seller of bread," has made the following Determination, namely:—

(1) That on the 5th October, 1917, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per week of 54 hours.		Per week of 54 hours.		
1st year's experience	... 35s.	1st year	... ..	Motor or Horse Drivers and all others:—	
2nd " " "	... 40s.	2nd " "	... ..	Ordinary Days.	
3rd " " "	... 45s.	3rd " "	... ..		Per hour.
PROPORTION		PROPORTION		Between 12 midnight and 6 a.m....	3s.
(In any place).		(In any place).		" 6 a.m. and 6 p.m. ...	1s. 1½d.
One apprentice to every three or fraction of three workers receiving not less than 60s. 9d. per week of 54 hours.		One improver to one, two, or three		" 6 p.m. and 12 midnight...	3s.
		Two improvers to four, five, or six		Double or Treble Days.	
		and thereafter one additional improver to every five additional		(i.e., days on which bread for more than one day's consumption is delivered.)	
		employees receiving not less than 60s. 9d. per week of 54 hours.		Between 12 midnight and 6 a.m....	3s.
				" 6 a.m. and 7 p.m. ...	1s. 1½d.
				" 7 p.m. and 12 midnight...	3s.

(3) OVERTIME.—½d. per hour in addition to ordinary rates shall be paid for all work done in excess of 54 hours in any week.

(4) SPECIAL RATES.—That 3s. per hour shall be the rate payable for any delivery on Sunday, and that 1s. 9d. per hour shall be the rate payable for any delivery on New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(17.) BREWERS.*

(Present Determination in force from 3.3.11.)

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a brewer, or in the process, trade, or business of a bottler of fermented liquors made from malt or a substitute for malt."

(2)

Apprentices or Improvers.		Other Employees.	
WAGES.		WAGES.	
	Per week of 48 hours.		Per week of 48 hours.
Over 15 years but not over 16 years	... .. 15s.	Rackers, or corkers, or man in charge of automatic pasteurizer	... .. 51s.
16 years but not over 17 years	... .. 22s.	Loaders, or sounders, or packers	... .. 45s.
17 years but not over 18 years	... .. 27s.	Headers-up	... .. 32s.
18 years but not over 19 years	... .. 29s. 6d.	Syphoners or automatic fillers, or filterers	... .. 32s.
19 years but not over 20 years	... .. 32s.	Lager beer syphoners	... .. 37s.
20 years but not over 21 years	... .. 37s.	Persons unloading a machine driven pasteurizer	... .. 37s.
PROPORTION (within any factory, shop, or place).		Persons loading, wheeling, or emptying pasteurizing trucks	... .. 24s. 6d.
Apprentices.—One apprentice to every three or fraction of three adult workers.		Clippers	... .. 27s.
Improvers.—Four improvers to the first 100 adult workers, and thereafter one improver to every 25 adult workers or fraction thereof.		Wirers	... .. 32s. 6d.
		Tinfoilers, or labellers	... .. 20s.
		Handers-up, or capsulers, or wipers, or wrappers, or tinfoil pickers	... .. 15s.
		All other persons (being adult males)	... .. 51s.

* There is a Commonwealth award in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(17.) BREWERS*—*continued.*

(3) OVERTIME.—All time worked over 48 hours per week by male persons over the age of 16 years to be paid at the rate of time and a half.

(4) SUNDAYS AND HOLIDAYS.—All work done on Sunday, †New Year's Day, †Australian Natives' Anniversary Day, Good Friday, Easter Monday, †Eight Hours Day, †King's Birthday, and †Christmas Day, by any person, to be paid at one and a half times the ordinary rate.

† Or such other day as may be observed as a Public Holiday in lieu thereof.

(5) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

* *There is a Commonwealth award in this trade.*

(18.) BRICKLAYERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than labourers) wheresoever employed in the process, trade, or business of a bricklayer" has made the following Determination, namely:—

(1) That on the 4th October, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.	Per week of 44 hours.	WAGES.	Per week of 44 hours.	Wages per hour.	Wages per week of 44 hours.
1st year	10s.	1st six months ..	10s.	Foreman bricklayer in charge of three or more employes ..	2s. .. 88s.
2nd year	17s. 6d.	2nd six months ..	15s.	Bricklayers employed on sewerage work, drainage work, or underground work not connected with building construction ..	2s. .. 88s.
3rd year	30s.	2nd year	23s. 10d.	Bricklayers employed on repairs to old fire work	2s. 3d. .. 99s.
4th year	35s.	3rd year	36s. 8d.	Bricklayers employed on all new fire work	2s. .. 88s.
5th year	45s.	4th year	49s. 6d.	All other bricklayers	1s. 10½d. .. 82s. 6d.
		5th year	60s. 6d.	Bricklayers employed building chimney stacks over 5½ feet high, shall be paid 1s. per day extra.	
PROPORTION (by any employer).		PROPORTION (by any employer).			
One apprentice to every three workers or fraction thereof receiving not less than the minimum wage of 82s. 6d. per week of 44 hours.		One improver to every four workers or fraction thereof receiving not less than the minimum wage of 82s. 6d. per week of 44 hours.			
An indenture of apprenticeship prescribed was approved on 22.11.11.					

(3) ALLOWANCES.—The following extra rates shall be paid to any persons wheresoever employed:—

1. (a) On all work distant from the centre two miles and up to six miles, ½d. per hour extra.
- (b) On all work distant from the centre over six miles and up to twelve miles, 1d. per hour extra.
- (c) On all work distant from the centre over twelve miles and up to twenty miles, 1½d. per hour extra.
- (d) On all work distant from the centre over twenty miles, 3d. per hour extra.

Provided always that where the locality of the work is nearer to the employee's residence than to the centre, all distances shall be reckoned from the employee's residence, which in such case shall be deemed to be the centre.

Wherever the word centre occurs in this clause it shall be taken to mean the Melbourne General Post Office for the metropolitan district, or the respective Town Halls of Ballarat, Bendigo, Geelong, or Warrnambool (as the case may be) for the rest of Victoria.

(4) TIME OF BEGINNING AND ENDING WORK.—The time of beginning and ending work for persons (other than those employed on sewerage work, drainage work, or underground work not connected with building construction) shall be—

Time of Beginning.	Time of Ending.
7.45 a.m.	5.15 p.m. on each of five days in the week.
and 7.45 a.m.	12 noon on the other working day of the week on which the half-holiday is usually observed.

(5) OVERTIME.—(a) Persons employed on sewerage work, drainage work, or underground work not connected with building construction shall be paid—

For work done in excess of 44 hours in any week Time and a quarter.

(b) Persons employed on any other work shall be paid—

For work done within the hours fixed as the time of beginning and ending work in excess of 44 hours in any week Time and a quarter.

For work done on the weekly half-holiday—

Between 12 noon and 5 p.m. Time and a half.

Between 5 p.m. and midnight Double time.

For work done on the other working days of the week—

Between 5.15 p.m. and 10.15 p.m. Time and a half.

Between 10.15 p.m. and midnight Double time.

Between midnight and 7.45 a.m. Double time

(6) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on—

Sundays, Good Friday, and Easter Monday, 26th January (Foundation Day), 21st April (Eight Hours Day), Christmas Day, Boxing Day, and New Year's Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for the day so substituted.

(7) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(19.) BRICK TRADE.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of brickmaking (including clay-digging)," has made the following Determination, namely:—

NOTE.—(a) On 21st February, 1911, the powers of the Brick Trade Board were extended, so that it might fix "the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of sand, lime, or cement brickmaking."

(b) This Determination applies to the whole of the State.

(1) That on the 16th April, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices.		Improvers.		Other Employees.		Wages per week.	Hours per week.
WAGES.		WAGES.		FIREBRICKS.		s. d.	
	Per week of 48 hours.		Per week of 48 hours.				
1st year's experience	16s.	14 years of age	19s.	Burners	.. .. .	86 3	60
2nd " "	21s.	15 " " "	20s.	Crusher attendants who also haul	.. .. .	71 2½	51
3rd " "	26s.	16 " " "	22s.	Crusher attendants who do not haul	.. .. .	68 0	51
		17 " " "	24s.	Wet pan attendants	.. .. .	71 2½	51
		18 " " "	32s. 6d.	Machine drivers	.. .. .	67 9	51
		19 " " "	42s.	Drawers or hand moulders	.. .. .	70 0	48
		20 " " "	47s.	Setters	.. .. .	70 0	48
				Facemen working in a clayhole 25 feet or less in depth where explosives are not used	.. .. .	68 0	48
				All other facemen	.. .. .	70 0	48
				Offbearers from wire cut machines	.. .. .	67 0	48
				Wheelers of green bricks on inclined plane 4 feet or over in height at the higher end	.. .. .	66 0	48
				Clayhole men (employer to provide tools)	.. .. .	68 0	48
				Pressers	.. .. .	66 0	48
				All others	.. .. .	64 0	48
				OTHER BRICKS.			
				Burners	.. .. .	86 3	60
				Machine drivers, machine riggers, or wet pan attendants	.. .. .	70 1½	51
				Dry pan attendants who do not haul	.. .. .	70 1½	51
				Crusher attendants who do not haul	.. .. .	70 1½	51
				Crusher or dry pan attendants who also haul	.. .. .	74 4½	51
				Drawers	.. .. .	75 0	48
				Setters	.. .. .	73 0	48
				Facemen working in a clayhole 25 feet or less in depth	.. .. .	69 0	48
				All other facemen	.. .. .	73 0	48
				Clayhole men (employer to provide tools)	.. .. .	68 0	48
				Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers, or silomen	.. .. .	66 0	48
				All others	.. .. .	64 0	48

(3) TIME OF BEGINNING AND ENDING WORK.—For any persons except burners, machine drivers, machine riggers, and pan or crusher attendants—

Time of Beginning.	Time of Ending.
7 a.m.	1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m.	5.30 p.m. on each of the other five working days of the week.

(4) OVERTIME.—(a) Any employee who works for any time in excess of the maximum number of hours per week fixed by this Determination shall be paid for such extra time at the rate of time and a half.

(b) Any employee (other than a burner, machine driver, machine rigger, or pan or crusher attendant) who works outside the hours fixed in clause 3 shall be paid for such time at the rate of time and a half.

(5) SUNDAYS AND HOLIDAYS.—All work done on Sundays by persons other than burners of "other bricks" to be paid for at the rate of time and three-quarters. Work done by any person on New Year's Day, Foundation Day (26th January), Eight Hours Day (21st April), Good Friday, Easter Monday, Christmas Day, and Boxing Day, shall be paid for at the rate of time and three-quarters; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK.—A schedule of piece-work prices for bricks other than firebricks has been fixed by the Board.

(7) PIECE-WORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.—The Board determines under the provisions of Section 144 of the Factories and Shops Act 1915 that any employer may fix and pay piece-work prices to any person employed in firebrick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

(20.) BRUSHMAKERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(20.) BRUSHMAKERS—continued.

This Board which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a brushmaker." has made the following Determination, namely:—

(1) That on the 1st day January, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.																																																																																					
<p>WAGES. Per week of 48 hours.</p> <table border="1"> <tr> <th>Male.</th> <th>Female.</th> </tr> <tr> <td><i>s. d.</i></td> <td><i>s. d.</i></td> </tr> <tr> <td>1st 6 months .. 5 0</td> <td>5 0</td> </tr> <tr> <td>2nd .. 5 0</td> <td>7 6</td> </tr> <tr> <td>2nd year .. 7 6</td> <td>and</td> </tr> <tr> <td>3rd ..</td> <td>thereafter</td> </tr> <tr> <td>4th ..</td> <td>the</td> </tr> <tr> <td>5th ..</td> <td>earnings on</td> </tr> <tr> <td>6th ..</td> <td>piece-work</td> </tr> <tr> <td></td> <td>minimum</td> </tr> <tr> <td></td> <td>wage</td> </tr> </table>		Male.	Female.	<i>s. d.</i>	<i>s. d.</i>	1st 6 months .. 5 0	5 0	2nd .. 5 0	7 6	2nd year .. 7 6	and	3rd ..	thereafter	4th ..	the	5th ..	earnings on	6th ..	piece-work		minimum		wage	<p>WAGES. Per week of 48 hours.</p> <table border="1"> <tr> <th>Male.</th> <th>Female.</th> </tr> <tr> <td><i>s. d.</i></td> <td><i>s. d.</i></td> </tr> <tr> <td>1st 6 months .. 5 0</td> <td>5 0</td> </tr> <tr> <td>2nd .. 5 0</td> <td>7 6</td> </tr> <tr> <td>2nd year .. 7 6</td> <td>and</td> </tr> <tr> <td>3rd .. 12 6</td> <td>there-</td> </tr> <tr> <td>4th ..</td> <td>after the</td> </tr> <tr> <td>5th ..</td> <td>earnings on</td> </tr> <tr> <td>6th ..</td> <td>piece-work</td> </tr> <tr> <td></td> <td>minimum</td> </tr> <tr> <td></td> <td>wage</td> </tr> </table>		Male.	Female.	<i>s. d.</i>	<i>s. d.</i>	1st 6 months .. 5 0	5 0	2nd .. 5 0	7 6	2nd year .. 7 6	and	3rd .. 12 6	there-	4th ..	after the	5th ..	earnings on	6th ..	piece-work		minimum		wage	<p>WAGES. Per week of 48 hours.</p> <table border="1"> <tr> <th>Males.</th> <th>Per week of 48 hours.</th> </tr> <tr> <td><i>s. d.</i></td> <td><i>s. d.</i></td> </tr> <tr> <td>Bass broom drawing</td> <td>63 0</td> </tr> <tr> <td>Bass pan work</td> <td>72 0</td> </tr> <tr> <td>Bottle brush making</td> <td>72 0</td> </tr> <tr> <td>Boul's carving</td> <td>74 0</td> </tr> <tr> <td>Brush finishing, including work done after the machine and sand-papering</td> <td>60 0</td> </tr> <tr> <td>Drawn work, boring, with or without the machine</td> <td>60 0</td> </tr> <tr> <td>Fine brush making</td> <td>72 0</td> </tr> <tr> <td>Hairpan work</td> <td>72 0</td> </tr> <tr> <td>Material dressing</td> <td>72 0</td> </tr> <tr> <td>Paint brush making</td> <td>77 6</td> </tr> <tr> <td>Punching machine</td> <td>60 0</td> </tr> <tr> <td>Shaping machine</td> <td>74 0</td> </tr> <tr> <td>Stamping machine</td> <td>60 0</td> </tr> <tr> <td>Treadle knot-sizing machining</td> <td>77 6</td> </tr> <tr> <td>Wire brush making</td> <td>72 0</td> </tr> <tr> <td>Females.</td> <td></td> </tr> <tr> <td>Bench drawing</td> <td>30 0</td> </tr> <tr> <td>Treadle knot-sizing machine</td> <td>30 0</td> </tr> </table>		Males.	Per week of 48 hours.	<i>s. d.</i>	<i>s. d.</i>	Bass broom drawing	63 0	Bass pan work	72 0	Bottle brush making	72 0	Boul's carving	74 0	Brush finishing, including work done after the machine and sand-papering	60 0	Drawn work, boring, with or without the machine	60 0	Fine brush making	72 0	Hairpan work	72 0	Material dressing	72 0	Paint brush making	77 6	Punching machine	60 0	Shaping machine	74 0	Stamping machine	60 0	Treadle knot-sizing machining	77 6	Wire brush making	72 0	Females.		Bench drawing	30 0	Treadle knot-sizing machine	30 0
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(3) OVERTIME.—All time worked over 48 hours per week shall be paid for at *pro rata* rates, and in addition the sum of 3d. per hour.

(4) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, Good Friday, Eight Hours Day (21st April), and Christmas Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(5) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

(21.) BUILDERS' LABOURERS.*

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

DETERMINATION OF THE COURT OF INDUSTRIAL APPEALS.

(1) That on the 1st day of February, 1919, the Determination of the Court of Industrial Appeals, dated the 17th day of September, 1915, and previous Determinations, shall be revoked and replaced by this Determination as to "the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of the Carpenters Board or the Plumbers Board) employed in the occupation of builders' labourer engaged in the erection, repair, or demolition of buildings."

(2)

Apprentices.		Improvers.		Other Employees.																
<p>WAGES. Per week of 44 hours.</p> <table border="1"> <tr> <td>1st year's experience ..</td> <td>20s.</td> </tr> <tr> <td>2nd ..</td> <td>30s.</td> </tr> <tr> <td>3rd ..</td> <td>40s.</td> </tr> </table>		1st year's experience ..	20s.	2nd ..	30s.	3rd ..	40s.	<p>WAGES. Per week of 44 hours.</p> <table border="1"> <tr> <td>Under 17 years of age ..</td> <td>20s.</td> </tr> <tr> <td>17 years and over ..</td> <td>52s.</td> </tr> </table>		Under 17 years of age ..	20s.	17 years and over ..	52s.	<p>WAGES. Per Hour. Per week of 44 hours.</p> <table border="1"> <tr> <td rowspan="2">All adults</td> <td><i>s. d.</i></td> <td><i>s. d.</i></td> </tr> <tr> <td>1 6</td> <td>66 0</td> </tr> </table>		All adults	<i>s. d.</i>	<i>s. d.</i>	1 6	66 0
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<p>PROPORTION. (In any place.)</p> <p>One apprentice to every three or fraction of three workers receiving not less than 66s. per week of 44 hours.</p>		<p>PROPORTION. (In any place.)</p> <p>One improver to every six workers receiving not less than 66s. per week of 44 hours.</p>																		

(3) DEFINITIONS.—That wherever occurring in this Determination (except in the proviso to allowances), Metropolitan Centre shall mean the Melbourne (Elizabeth-street) General Post Office, and any other centre shall mean the respective town halls of Ballarat, Bendigo, Geelong, and Warrnambool and all distances from a centre shall be computed by the radius.

* There are Commonwealth awards for this occupation.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(21.) BUILDERS' LABOURERS*—*continued.*

(4) ALLOWANCES.—That the following extra rates shall be paid to all builders' labourers employed on work during any week distant from the centre :—

- (a) More than a quarter of a mile and not more than 12 miles An amount equal to the return fares from his centre to his work
- (b) More than 12 miles and not more than 20 miles 2d. per hour extra
- (c) More than 20 miles 3½d. per hour extra

Provided always that where the locality of the work is nearer to the employee's residence than to the centre, all distances and fares shall be reckoned from the employee's residence, which in such case shall be deemed to be the centre.

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be—

Time of beginning not earlier than—		Time of ending not later than—	
7.30 a.m.	.. .. .	12.15 p.m. on Saturday	
7.30 a.m.	.. .. .	5.15 p.m. on the other working days of the week	

(6) OVERTIME.—That the following rates shall be paid for all work done :—

- (a) Within the hours fixed in clause 5 in excess of 44 hours in any week—
 - First three hours Time and a half
 - Thereafter Double time
- (b) Outside the hours fixed in clause 5—
 - (i) Labourers employed demolishing buildings—
 - Between 5.15 p.m. and midnight 2s. 6d. per hour
 - Between midnight and 7.30 a.m. 3s. per hour
 - (ii) All other labourers—
 - (a) On Saturday—
 - Between 12.15 p.m. and 5.15 p.m. Time and a half
 - And thereafter till midnight Double time
 - (b) On the other working days of the week—
 - Between 5.15 p.m. and 10.30 p.m. Time and a half
 - And thereafter till midnight Double time
 - (c) Between midnight and 7.30 a.m. Double time

(7) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate payable to any person for all work done on Sundays, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, Boxing Day, New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

* There are Commonwealth awards for this occupation.

(22.) BUTCHERS.**

(Present Determination in force from 10.4.14.)

NOTE This Determination applies to the following parts of Victoria, namely :—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chitwell, and Sebastopol; and the Moorabool and Peak Ridings of the Shire of Corio.†

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a butcher, or seller of meat, or maker or seller of small goods."

(2)

Apprentices or Improvers.		Juvenile Workers.		Other Employees.		
Apprentices or improvers (other than in a slaughterhouse)	Apprentices or improvers in slaughterhouse.	WAGES.		WAGES.	Minimum Wage.	Hours of Work per Week.
WAGES.	WAGES.	Stable hands (other than apprentices and improvers)—	Per week of 60 hours.	Shopman, meaning a person in charge of a shop, or a person engaged for not less than 36 hours per week in serving customers or cutting orders, or cutting up meat		
Per week of 52 hours.	Per week of 48 hours.	Under 17 years... ..	20s.	.. .. .	65s.	52
1st year's experience .. 17s.	1st year's experience... 15s.	17 to 18	25s.	Slaughtermen	80s.	48
2nd 20s.	2nd 20s.	18 to 20	30s.	Slaughterhouse labourers... .. .	48s.	48
3rd 25s.	3rd 30s.	20 to 21	35s.	Small-goods man, meaning a person engaged for not less than 36 hours per week as a small goods maker	65s.	52
4th 30s.	4th 42s. 6d.	21 years and over	42s.	Assistant small-goods man	57s.	52
5th 37s. 6d.	5th 60s.			Scalders	57s.	52
6th 45s.				Scalders	57s.	52
PROPORTION.	PROPORTION.			General butchers, meaning persons (other than shopmen), engaged in cutting meat and delivering orders	57s.	52
Apprentices.	Improvers.			Hawking or cutting carters	57s.	52
(In any factory, shop, or place.)	(In any factory, shop, or place.)			Persons delivering orders but who do not cut any meat	50s.	52
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	One improver to the first three or fraction of three employees, and thereafter one improver to every additional three employees receiving not less than 57s. per week.			Beef carters driving two horses and lorrymen driving two horses	55s.	58
An indenture of apprenticeship prescribed was approved on 12.9.11.				Other carters	50s.	58

† When the Determination of the Provincial and Country Butchers Boards come into force the Determination of the Butchers Board will apply to the Metropolitan District only

** There is a Commonwealth award in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(22) BUTCHERS—*continued.**

(3) TIME OF BEGINNING AND ENDING WORK:—

For persons engaged in carting from abattoirs to markets or to shops, or from markets to shops—

Time of Beginning.	Time of Ending.	
3 a.m.	6 p.m. Monday to Friday (inclusive),	} during October to April (inclusive).
3 a.m.	12 noon Saturday,	
3 a.m.	5.30 p.m. Monday to Friday (inclusive),	} during May to September (inclusive).
3 a.m.	12 noon Saturday,	

For all persons other than persons engaged in carting from abattoirs to markets or to shops, or from markets to shops, and other than persons employed solely as stable hands—

In the Metropolitan District.

6 a.m.	5.15 p.m. Monday, Tuesday, Wednesday, and Thursday.
6 a.m.	8.15 p.m. Friday, or on the evening before a Public Holiday on which the shop is closed for the whole day.
6 a.m.	1 p.m. on Saturday.

Outside the Metropolitan District.

6 a.m.	15 minutes after the time fixed by law for closing the shop, except on the day when the usual weekly half-holiday is observed, when the time of ceasing shall be 1 p.m. sharp.
--------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

(4) OVERTIME.—All time worked in any one week (within the hours fixed as times for beginning and ending work) by males over 16 years in excess of the maximum number of hours fixed by the Board, shall be paid for at the rate of time and a third.

All time worked (outside the hours fixed as times of beginning and of ending work on each day) by persons other than those engaged in carting from abattoirs to markets or to shops or from markets to shops, and other than persons employed solely as stable hands, shall be paid for at the rate of time and a third.

All time worked (outside the hours fixed as times of beginning and ending work on each day) by persons carting from abattoirs to markets or to shops or from markets to shops, shall be paid for at the rate of time and a third for the first hour, and thereafter double time.

(5) CASUAL LABOUR (now defined by Section 141, sub-section 4, Act 2650, as work for not more than one-half the maximum number of hours fixed by the Board) shall be paid for as follows:—

Any person employed in a shop, or small-goods factory, 1s. 6d. per hour.		<table border="0"> <tbody> <tr> <td>Beef-carters driving two horses</td> <td rowspan="3">} 1s. per hour.</td> </tr> <tr> <td>Lorrymen " " "</td> </tr> <tr> <td>Other carters</td> </tr> </tbody> </table>	Beef-carters driving two horses	} 1s. per hour.	Lorrymen " " "	Other carters
Beef-carters driving two horses	} 1s. per hour.					
Lorrymen " " "						
Other carters						

* There is a Commonwealth award in this trade.

(23.) BUTCHERS (COUNTRY)†. (Determination not yet made.)

NOTE.—This Determination applies to the whole of the State outside and excepting the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong and Warrnambool the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a butcher, or seller of meat, or maker or seller of small goods."

The powers conferred on this Board were taken from the Country Shop Assistants Board by Order in Council, dated 16th March, 1914.

† There is a Commonwealth award in this trade.

(24.) BUTCHERS (PROVINCIAL)‡. (Determination not yet made.)

NOTE.—This Determination applies to the following parts of Victoria, namely:—The cities of Ballarat, Bendigo, Geelong, and Warrnambool, the town of Ballarat East, and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a butcher, or seller of meat, or maker or seller of small goods."

‡ There is a Commonwealth award in this trade.

(25.) BUTTER.

NOTE.—This Determination applies to the whole of the State of Victoria.

NOTE.—On 21st June, 1913, the powers of the Butter Board were extended by the Governor in Council to enable it to deal with storemen, packers, or sorters employed in a factory in connexion with the trade or business of manufacturing or preparing for trade or sale milk, cream, butter, or cheese.

This Board, which was appointed to "determine the lowest prices or rates to be paid to any persons employed in a factory in the process, trade, business, or occupation of manufacturing or preparing for trade or sale milk, cream, butter, or cheese," has made the following Determination, namely:—

(1) That on the 18th November, 1918, the previous Determination of this Board shall be revoked and replaced by this Determination

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(25.) BUTTER.—*continued*

(2)

Apprentices or Improvers.		Juvenile Workers.			Other Employees.	
WAGES.		WAGES.			WAGES.	
	Per week of 48 hours	Per week of 48 hours.				
		Males.	Females.			
Under 16 years	.. 20s.	Under 16 years	15s.	13s.	General foreman	75s. per week of 48 hours
16-17 years	.. 25s.	16-17 years ..	17s. 6d.	15s.	Cream grader	70s. " "
17-18 "	.. 30s.	17-18 " ..	24s.	18s.	Creamery manager	67s. 6d. " "
18-19 "	.. 35s.	18-19 " ..	28s.	21s.	Milk or cream tester or neutralizer	66s. " "
19-20 "	.. 40s.	19-20 " ..	35s.	24s.	Foreman of shift or department or	
20-21 "	.. 45s.	20-21 " ..	40s.	27s.	casein plant	65s. " "
PROPORTION (IN ANY PLACE).					Butter-maker, <i>i.e.</i> , operator in	
<i>Males.</i>					charge of a combined churn or	
One apprentice and one improver					both a churn and butter-worker	63s. " "
to every three or fraction of three					Operators of any of the following	
workers receiving not less than 57s.					machines, <i>viz.</i> —	
per week of 54 hours.					Milk-drier	60s. " "
					Vacuum pan	60s. " "
					Churn (other than a combined	
					churn)	60s. " "
					Butter-worker	60s. " "
					Separator	58s. " "
					Pasteurizer	58s. " "
					Weighing machine	58s. " "
					Storeman or packer	58s. " "
					Cheese-maker	67s. 6d. per week of 54 hrs.
					Other employees in cheese factories	57s. " "
					All other male adults	57s. per week of 48 hours
					Headwoman, <i>i.e.</i> , a person who has	
					charge of employees under, and	
					takes her instruction from, the	
					foreman	37s. 6d. " "
					All other adult females	33s. " "
					Persons employed cleaning drying boxes, where the artificial	
					temperature is over 112° Fahr., shall be paid 6d. per hour in	
					addition to their ordinary wage.	

(3)

DEFINITION OF JUVENILE WORKERS.

Persons under 21 years of age (other than apprentices or improvers) employed at—

- Patting, wrapping, stamping, or branding butter or cheese ;
- Blending or re-packing cheese ;
- Filling or cleaning cheese jars or moulds ;
- Filling or emptying casein trays ;
- Filling or drying casein in tunnels ;
- Filling casein into bags ;
- Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles ;
- Stamping or branding tins, cartons, cases, bottles, or labels ;
- Stamping, branding, lining, or nailing up boxes or shooks ;
- Handling empty tins, cans, cases, crates, jars, moulds, or boxes ;
- Feeding or assisting on machines ;
- Feeding or taking away from automatic machines ; or
- Washing up.

(4) OVERTIME.—Any employee who in any week works for any time in excess of the maximum number of hours fixed for a week's work shall be paid for such extra time at the rate of time and a quarter.

(5) CASUAL LABOUR.—Casual employees (*i.e.*, persons other than creamery employees employed during any week for not more than half the maximum number of hours fixed for a week's work) shall be paid at the rate of time and a quarter.

(6) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 3rd June (King's Birthday), or Christmas Day ; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(26.) CANDLEMAKERS.*

(Present Determination in force from 22.9.16.)

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District, as defined in the Factories and Shops Acts ; the cities of Ballarat, Bendigo, Geelong, and Warrnambool ; the towns of Ballarat East and Sandringham ; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of candles."

* There is a Commonwealth award in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(26.) CANDLEMAKERS*—continued.
(2)

Apprentices or Improvers.			Juvenile Workers.				Other Employees.			
WAGES.			Wages.				WAGES.			
Per week of 48 hours.			Persons under 21 years of age (other than apprentices or improvers):—				Per week of 48 hours.			
			Males.		Females.					
			Candle Cutting or Wick-winding.	Candle Packing.	Packing Candles in Boxes or Wrapping or Labelling.					
PROPORTION (in any factory or place).			Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.					
Apprentices			s. d.	s. d.	s. d.					
14 years	..	12s. 6d.	14 years	..	12 6	12 6	..	..	60s.
15 "	..	15s.	15 "	..	15 0	15 0	15 0	..	58s.	
16 "	..	18s.	16 "	..	18 0	18 0	17 0	..	61s.	
17 "	..	23s. 6d.	17 "	..	23 6	23 6	19 0	..	60s.	
18 "	..	28s. 6d.	18 "	..	..	28 6	21 0	..	58s.
19 "	..	35s.	19 "	..	..	35 0	23 0	..	61s.
20 "	..	40s.	20 "	..	..	40 0	27 6	..	60s.
One apprentice to every three or fraction of three workers receiving not less than 30s. per week.									General hands in Refrigerator	58s.
Improvers.									All other general hands	55s.
One improver to every five or fraction of five workers receiving not less than 55s. per week.									Females packing candles in boxes or wrapping or labelling	30s.

(3) OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(4) SUNDAYS AND HOLIDAYS.—All work done on Sunday, New Year's Day, Foundation Day (26th January), Eight Hours Day (21st April), Good Friday, and Christmas Day shall be paid for at the rate of double time, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(5) PIECE-WORK.—This Board has determined that the employer may fix piece-work prices to be based on the wage rate determined.

* There is a Commonwealth award in this trade.

(27.) CARDBOARD BOX TRADE.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell; and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of cardboard boxes," has made the following Determination, namely:—

(1) That on the 27th June, 1918, the last previous Determination of this Board shall be revoked, and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.				OTHER EMPLOYEES.			
Wages per Week of 48 Hours.				Wages per Week of 48 Hours.			
				Males.	Females.		
				s. d.	s. d.		
1st year's experience	..	..	..	15 0	10 0	Guillotine cutters 71 0	
2nd "	..	..	..	17 6	15 0	Cloth or paper cutters 71 0	
3rd "	..	..	..	22 6	18 0	Carton setters 68 0	
4th "	..	..	..	27 6	22 6	Carton cutters 66 0	
5th "	..	..	..	34 0	27 6	All others 57 6	
6th "	..	..	..	42 0	32 0		
7th "	..	..	..	50 0	..		
PROPORTION (IN ANY PLACE).							
Apprentices.							
One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.							
Improvers.							
MALES.							
One male improver to each male worker receiving not less than 57s. 6d. per week.							
FEMALES.							
Four female improvers to every five or fraction of five female workers receiving not less than 30s. per week.							
				FEMALES.			
				Guillotine cutters 71 0			
				Cloth or paper cutters 71 0			
				Cloth box makers 37 6			
				Paper box makers 32 0			
				All others 30 0			

(3) OVERTIME.—Any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a third.

(4) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(5) PIECE-WORK.—A schedule of piece-work prices for certain classes of work has been fixed by the Board, which has also determined as to other classes of work that the employer may fix piece-work prices to be based on wages rates determined.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(28.) CARPENTERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, Sebastopol, and Oakleigh; the Barwon and Kardinia Ridings of the shire of South Barwon, the Moorparryal Riding of the shire of Corio, and such portions of the shires of Braybrook and Moorabbin as are within 10 miles of a city or town.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the process, trade, or business of a carpenter or joiner (including labouring work in connexion therewith) engaged in connexion with the erecting or repairing of buildings" has made the following Determination, namely:—

NOTE.—On the 15th June, 1915, the Board's powers were extended to include persons engaged in connexion with the erecting or repairing of fittings in or on buildings.

(1) That on the 27th day of December, 1918, the last previous Determination of this Board shall be revoked, and replaced by this Determination.

(2) Apprentices.		Improvers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per week of 48 hours. s. d.		Per week of 44 hours. s. d.	Per hour. s. d.	Per week of 44 hours. s. d.
1st year's experience ..	10 0	Under 17 years of age ..	20 0	Foreman, i.e., employees who give instructions to and are responsible for the work done by an average of at least three other employees such average to be taken for six days ..	2 1 91 8
2nd " " ..	17 6	17 to 18 " ..	30 0	Carpenters employed—	
3rd " " ..	25 0	18 to 19 " ..	40 0	(a) On insulating work where silicate of cotton is used ..	2 6 110 0
4th " " ..	32 6	19 to 20 " ..	50 0	(b) On other insulating work ..	2 2 95 4
5th " " ..	40 0	20 to 21 " ..	60 0	All others ..	1 10 80 8
6th " " ..	50 0				
PROPORTION (at any place).		PROPORTION (at any place).			
One apprentice to every two or fraction of two workers receiving not less than 80s. 8d. per week of 44 hours.		One improver to every six persons receiving not less than 80s. 8d. per week of 44 hours.			
An amended form of indenture of apprenticeship prescribed was approved on 17.2.13.					

(3) TIME OF BEGINNING AND ENDING WORK. { Time of Beginning. 7.45 a.m. .. 12.15 p.m. on Saturdays, or on the day on which the half-holiday is locally observed. Time of Ending. 7.45 a.m. .. 5.15 p.m. on other working days.

OVERTIME.—(a) All work done outside the hours fixed as the times of beginning and ending work shall be paid for as follows:—

	On Saturdays or the Day on which the Half-holiday is Observed Locally.	On Other Days.
Between midnight and 6 a.m. ..	Double time ..	Double time
" 6 a.m. and 7.45 a.m. ..	Time and a half ..	Time and a half
" 12.15 p.m. and 4.15 p.m. ..	Time and a half ..	..
" 4.15 p.m. and midnight ..	Double time ..	..
" 5.15 p.m. and 9.15 p.m. ..	.. ..	Time and a half
" 9.15 p.m. and midnight ..	.. ..	Double time

(b) All work done in any week in excess of the number of hours determined for a week's work shall be paid for at the rate of time and a quarter.

(4) ALLOWANCES.—The following extra rates shall be paid:—

- (a) On all work distant from the centre, 3 miles and up to 5 miles, 4d. per hour extra;
- (b) On all work distant from the centre, over 5 miles and up to 12 miles, 1d. per hour extra;
- Where the work is distant more than 12 miles from his centre, and the employee is unable to return to his home the same night, 4d. per hour extra.

Provided always that where the locality of the work is nearer to the employee's residence than to the centre, all distances shall be reckoned from the employee's residence, which, in such case, shall be deemed to be the centre.

(5) DEFINITION.—Wherever occurring in this Determination the following expressions shall have the meanings hereby assigned to them (that is to say):—

- "Centre" shall mean either the Melbourne General Post Office, or the respective Town Halls of Ballarat, Bendigo, Geelong, and Warrnambool, and all distances from a centre shall be computed by the radius.
- "Insulating work" means work which is carried on in a dust-laden atmosphere caused by the use of charcoal, pumice stone, or other insulating material.

(6) PUBLIC HOLIDAYS AND SUNDAYS.—Double time shall be the special rate for all work done on Sundays, New Year's Day, 26th day of January (Foundation Day), Good Friday, Easter Monday, the 21st April (Eight Hours Day), Christmas Day, and Boxing Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(7) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of 2s. per hour.

(29.) CARRIAGE.

NOTE.—This Determination applies to the whole of the State.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed either inside or outside a factory or work-room in the process, trade, or business connected with or incidental to the manufacturing, making, or repairing of—(a) Carriages, carts, and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) Motor car bodies, or any part or parts thereof such as the hoods or cushions;" and granted extended powers on the 30th November, 1910, by Order in Council, so that it may fix rates for any person "employed in the process, trade, or business connected with or incidental to the manufacturing, making, or repairing of tram cars, or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes." has made the following Determination, viz.:—

(1) That on the 11th day of January, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(29.) CARRIAGE—*continued.*
(2)

Apprentices.		Improvers.		Juvenile Workers.		Other Employees.	
WAGES.		WAGES.		WAGES.		WAGES.	
	Per week of 48 hours.		Per week of 48 hours.		Per week of 48 hours.		Per week of 48 hours.
1st year	.. 7s. 6d.	1st year	.. 9s.	1st year	.. 9s.	TRAM-CAR BUILDING—	
2nd "	.. 10s.	2nd "	.. 14s.	2nd "	.. 12s.	Blacksmiths	} 75s.
3rd "	.. 12s. 6d.	3rd "	.. 19s. 6d.	3rd "	.. 17s.	Bodymakers	
4th "	.. 17s. 6d.	4th "	.. 24s. 6d.	4th "	.. 22s.	Grainers	} 72s.
5th "	.. 22s. 6d.	5th "	.. 30s.	5th "	.. 27s. 6d.	Signwriters	
		6th "	.. 37s. 6d.	6th "	.. 35s.	Painters	} 69s.
		7th "	.. 51s.	7th "	.. 48s.	Pitmen	
						Wood machinists	} 61s.
						Wheel grinders	
						Gear painters	} 58s.
						All others	
						ALL OTHER WORK—	
						Bodymakers	} 72s.
						Painters	
						Panel beaters	} 70s.
						Smiths	
						Spring-fitters	} 66s.
						Trimmers	
						Wheelmakers	} 63s.
						Wheelwrights	
						Wood machinists	} 58s.
						Spiral springmakers (by hand)	
						Elliptic head machinists	} 66s.
						Spring-eyemakers (by hand)	
						Face-plate workers	} 63s.
						Screw-cutting turners	
						Vycemen	} 58s.
						All others	

(3) DEFINITION OF JUVENILE WORKERS.—Persons under 21 years of age (other than apprentices or improvers) employed at assisting smith or vyceman.

(4) TIME OF BEGINNING AND ENDING WORK
 Time of Beginning: 7.30 a.m. ...
 Time of Ending: 5.15 p.m. on each of the five days in the week.
 ... 12 noon on the day on which the half-holiday is usually observed.

(5) OVERTIME.—All work done outside the hours specified as the times of beginning and ending work, or for any work done within such hours in excess of 48 hours in any week, shall be paid for at the rate of time and a quarter.

(6) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(30.) CARTERS.*

(Present Determination in force from 21.2.16.)

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in carting or driving, or assisting in carting or driving, in connexion with or incidental to some trade or business except drivers of cabs and vehicles connected with the business of a livery stable-keeper) carried on within the area in which the Factories and Shops Act has effect, other than persons carting or driving, or assisting in carting or driving, in connexion with a trade, business, or occupation which may be or is the subject of a Determination of any one of the following Special Boards:—

- Butchers Board,
- Bread Carters Board,
- Grocers Board,
- Hay, Chaff, Wood and Coal Board (*now superseded by the Chaffcutters Board, Coal and Coke Board, Fuel and Fodder Board, Country Fuel and Fodder Board.*)"

By the Factories and Shops Act 1910, No. 2, the Board was given power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in or in connexion with any stable (other than a livery stable) in which are stabled the horses used in his business, trade, or occupation by any person subject to the determination of the Carters Board.

This Board was deprived of the power to fix rates for persons carting in connexion with the Aerated Water Trade on 2nd September, 1912; the Quarry Trade on 14th July, 1911, and the Pastrycooks Trade on 12th June, 1911.

* There is a Commonwealth award for this occupation.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(30) CARTERS†—*continued.*
(2)WAGES, ETC.
APPRENTICES AND IMPROVERS.

During—	Wages per Week.	Number (by any employer.)
1st 6 months	25s.	One apprentice to every three or fraction of three workers receiving not less than 52s. 6d. per week of 52½ hours. One Improver to every five drivers receiving not less than 52s. 6d. per week of 52½ hours.
2nd 6 months	30s.	
3rd 6 months	35s.	
4th 6 months	40s.	
5th 6 months	45s.	

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

MINIMUM WAGE AND HOURS OF WORK.

Drivers of—	Within the Metropolitan District.			Outside the Metropolitan District wherever this Determination applies.			In any place.	
	One Horse.	Two Horses.	Three Horses.	One Horse.	Two Horses.	Three Horses.	Extra for each additional Horse.	Per week of—
Buses	57s.	57s.	..	54s. 6d.	54s. 6d.	..	..	54 hours.*
Trams	54s.	54s.	..	51s. 6d.	51s. 6d.	..	..	48 hours.*
Ice Carts	55s.	60s.	63s.	52s. 6d.	57s. 6d.	60s. 6d.	2s.	57 hours from 1st November to 31st March, and 44 hours from 1st April to 30th October.*
Jinkers and Boiler Trucks	60s.	65s.	67s. 6d.	57s. 6d.	62s. 6d.	65s.	2s. 6d.	52½ hours.*
Milk Carts	55s.	60s.	63s.	52s. 6d.	57s. 6d.	60s. 6d.	2s.	55 hours from 1st October to 31st March, and 50 hours from 1st April to 30th September.*
Sanitary Carts—								
Between 6 a.m. and 6 p.m.	55s.	60s.	..	52s. 6d.	57s. 6d.	..	..	52½ hours.*
Between 6 p.m. and 6 a.m.	60s.	65s.	..	57s. 6d.	62s. 6d.	..	..	52½ hours.*
All other Vehicles ..	55s.	60s.	63s.	52s. 6d.	57s. 6d.	60s. 6d.	2s.	52½ hours.*

	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
Drivers of one-horse tip drays	Per week of 52½ hours.* 54s.	Per week of 52½ hours.* 51s. 6d.
Drivers of two-horse tip drays	59s.	56s. 6d.
Drivers of two separate tip drays	65s.	62s. 6d.
Persons assisting in carting or driving horse-drawn vehicles	57s. 6d.	55s.
Drivers of motor vehicles up to 25 cwt. carrying capacity	Per week of 48 hours. 60s.	Per week of 48 hours 57s. 6d.
Drivers of motor vehicles over 25 cwt. carrying capacity	65s.	62s. 6d.
Persons assisting in carting or driving motor vehicles	54s.	51s. 6d.
Stablemen	Per week of 54 hours. 55s.	Per week of 54 hours. 52s. 6d.

(3) Definition.—The term "horse" shall include any other beast of burden.

(4) TIMES OF BEGINNING AND ENDING WORK.

	Drivers of Tip Drays.		Drivers of Parcels Express (not including Merchants' Vehicles.)		All others (except Stablemen, and Drivers or Assistant Drivers of Milk, Ice, or Sanitary Carts, Buses, or Trams.)	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
	am.	p.m.	a.m.	p.m.	a.m.	p.m.
Mondays	6.30	6	8.15	7.15	7	6.30
Tuesdays	6.30	6	8.15	7.15	7	6.30
Wednesdays	6.30	6	8.15	7.15	7	6.30
Thursdays	6.30	6	8.15	7.15	7	6.30
Fridays	6.30	6	8.15	9.0	7	6.30
Saturdays	6.30	1.30	8.15	1.30	7	1.30

(5) OVERTIME.

The following rates shall be paid for all work done during the times specified hereunder by—

(a) Stablemen, and Drivers or Assistant Drivers of Milk, Ice, or Sanitary Carts, Buses, or Trams—

In excess of the number of hours determined for a week's work, in any week Time and a half.

(b) All others—

Outside the hours fixed as the times of beginning and ending work and within the hours fixed as the times of beginning and ending work in excess of the number of hours determined for a week's work, in any week, time and a half.

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses.

† There is a Commonwealth award for this occupation.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(30.) CARTERS*—*continued.*

(6)

CASUAL LABOUR.

Casual hands (i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed, in this Determination as a week's work) shall be paid at the rate of 1s. per day extra.

(7)

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

That the special rate payable to all employees (except stablemen, and drivers or assistant drivers of sanitary carts, buses, or trams) for work done on Sundays and the undermentioned Public Holidays shall be as follows:—

(a) Double pay on Sundays.

(b) Time and a half on New Year's Day, 26th January (Foundation Day), 21st April (Eight Hours Day), Good Friday, Easter Monday, 3rd June (King's Birthday), Christmas Day, and 26th December, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

Provided that for milk carters these extra rates shall only commence when 5½ hours' work has been done.

* There is a Commonwealth award for this occupation.

(31.) CEMENT.

NOTE.—This Determination applies to the whole of the State of Victoria.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

- (1) Making Portland Cement,
- (2) Quarrying or preparing the raw materials therefor,"

has made the following Determination, namely:—

- (1) That this Determination shall be operative on and after the 23rd May, 1919.

(2) Apprentices and Improvers.		Other Employees.	
WAGES.		WAGES.	
		CEMENT WORKS.	
Under 16 years of age	Per week of 48 hours. 20s.	Cement Burners (kilns 7 feet and over in diameter) ...	75s.
" 17 " "	27s 6d.	" " (kilns under 7 feet in diameter) ...	69s.
" 18 " "	35s.	Millers	72s.
" 19 " "	42s 6d.	Ropeway attendant	63s.
" 20 " "	50s.	Topmen on aerial ropeway	66s.
" 21 " "	57s 6d.	Baggers, loaders, and stackers	66s.
PROPORTION (in any factory or place).		All others	63s.
<i>Apprentices.</i>		QUARRIES.	
One apprentice to every three or fraction of three workers receiving not less than 63s. per week of 48 hours.		Batesford.	Any other place where the Determination applies.
<i>Improvers.</i>		Per week of 48 hours.	Per week of 48 hours.
One improver to every five or fraction of five workers receiving not less than 63s per week of 48 hours.		Quarrymen	72s.
		Powder monkeys	84s.
			63s.
			75s.

(3) OVERTIME.—Any employee who works for any time in excess of the maximum number of hours per week fixed by this Determination shall be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sundays, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, or Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(32.) CEMENT ARTICLES. (Determination not yet made.)

NOTE.—This Determination applies to the whole of the State.

This Board was appointed to "determine the lowest prices or rates which may be paid to any persons (other than persons under the jurisdiction of the Fibrous Plasterers Board) employed in the trade of making articles of cement or concrete."

(33.) CHAFFCUTTERS.†

NOTE.—This Determination applies to the whole of the State.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the process, trade, or business of chaff-cutting, corn-crushing, or compressing fodder;
- (b) employed in carting or driving, or assisting in carting or driving, in connexion with the trade or business of chaff-cutting, corn-crushing, or compressing fodder."

The powers of this Board were originally conferred on the Hay, Chaff, Wood and Coal Board, which has now ceased to exist.

(1) That on the 30th day of November, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

† There is a Commonwealth award for Carters in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(33.) CHAFFCUTTERS†—*continued.*

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 48 HOURS.				s. d.			
Under 17 years of age	..	..	..	25	0	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, four or more employees) 68 0 per week of 48 hours	
17 years of age	..	..	..	27	6	Carter driving one horse 60 0 " 50 "	
18 " "	..	..	..	35	0	" " two horses .. 65 0 " 50 "	
19 " "	..	..	..	40	0	And 2s. extra per week for every additional horse	
20 " "	..	..	..	47	6	Persons employed on a travelling chaffcutter or a travelling straw or fodder press 66 0 " 48 "	
<p>PROPORTION.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 60s. per week.</p> <p><i>Improvers.</i></p> <p>One improver to the first six or fraction of six workers, and thereafter one improver to every six workers receiving not less than 63s. per week.</p>				<p>All others 63 0 " 48 "</p>			

(3) TIME OF BEGINNING AND ENDING WORK—

	Time of Beginning.	Time of Ending.	
		Five Days in the Week.	The Day the Half-holiday is Usually Observed.
Carters	7.30 a.m.	5.30 p.m.	12.30 p.m.
Employees at stationary mills	7.30 a.m.	5.15 p.m.	12 noon
Employees on a travelling chaffcutter or a travelling straw or fodder press	7 a.m.	6 p.m.	12 noon

(4) OVERTIME—

	Persons Compressing Fodder.	All Others.
Outside the time of beginning and ending work—		
Between 12 noon and midnight on the day on which the half-holiday is usually observed	Time and a quarter	Time and a half
Between 5.15 p.m. and 9 p.m. on the other working days	" "	Time and a quarter
Between 9 p.m. and midnight on the other working days	" "	Time and a half
Between midnight and 7.30 a.m. on any day	" "	" "
Within the time of beginning and ending work in excess of the hours fixed as a week's work	" "	Time and a quarter

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, and time and a half shall be the rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of 1s. 6d. per hour.

(7) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

† There is a Commonwealth award for Carters in this trade.

(34.) CHEMISTS (MANUFACTURING). (Determination not yet made.)

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District, as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the town of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(a) a wholesale or a manufacturing chemist;

(b) manufacturing toilet preparations, perfumery, essences, essential oils, food preservatives, branding fluids, deodorants, disinfectants, fungicides, insecticides, vermin destroyers, weed destroyers."

(35) CHEMISTS' SHOPS.

NOTE.—This Determination applies to the following parts of Victoria, viz:—The Metropolitan District as defined in the Factories and Shops Acts, the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed "to determine the lowest prices or rates which may be paid to any persons employed in a shop dispensing, compounding, or selling medicines, drugs, or medicinal preparations has made the following Determination, namely:—

(1) That this Determination shall be operative on and after the 13th March, 1919.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(36.) CIGAR TRADE—*continued.*

OTHER EMPLOYEES.

	OTHER EMPLOYEES.						Wages per Week of 48 Hours.	
							£	s. d.
Strippers and bookers of cigar covering leaf	2	10 0
Strippers and bookers of cigar bunch-wrapper leaf—								
(a) By hand	2	10 0
(b) By machine	1	15 0
Strippers of fillers	1	10 0
Cigar box makers	3	10 0
Persons ringing cigars in reverse order	1	4 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein	2	14 0
All others	3	5 0

(5) OVERTIME.—That any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(6) PIECE-WORK PRICES.—A schedule of piece-work prices has been fixed by the Board.

(37.) CLERKS (COMMERCIAL).*

NOTE.—This Determination on the 4th November, 1918, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

Determination of the Court of Industrial Appeals.

(1) That on the 4th day of November, 1918, the Determination of the Court of Industrial Appeals dated the 23rd day of February, 1917, shall be revoked and replaced by this Determination as to the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons employed by any banking company, insurance company, building society, friendly society, trustee company, barrister, or solicitor) employed in connexion with some trade or business as a clerk, collecting clerk, time-keeping clerk, despatch clerk, store clerk, weighing clerk, cashier, typewriter, stenographer, or bookkeeper.

(2)

Apprentices.		Improvers.		Juvenile Workers other than Apprentices and Improvers.	Other Employees.			
WAGES.		WAGES.		In cases where only one person coming within the scope of this Determination is employed, and such person is under 21 years of age, and in cases where a person is employed in connexion with copying work for a Directory, and such person is under 21 years of age, the lowest rate of wages per week of 48 hours to be paid to such person in either of such cases shall be the rate fixed for an improver, male or female (as the case may be), of the like experience.	Within the Metropolitan District.		Outside the Metropolitan District wherever this Determination Applies.	
Per Week of 48 Hours.		Per Week of 48 Hours.			Wages.	Wages.	Wages.	
Males.	Females.	Males.	Females.		Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	
1st year's experience	12s. 12s.	<i>Typewriters or Stenographers.</i>		Males .. Female cashiers in butchers' shops All other females	£	s. d.	£	s. d.
2nd " "	16s. 16s.	1st year's experience	20s. 20s.		62	0	58	0
3rd " "	24s. 20s.	2nd " "	26s. 24s.		34	6	34	6
4th " "	32s. 24s.	3rd " "	32s. 26s.		39	0	39	0
5th " "	40s. 28s.	4th " "	38s. 28s.					
and until full age.		5th " "	44s. 30s.					
		and until full age.						
		<i>All other Improvers.</i>						
		1st year's experience	14s. 14s.					
		2nd " "	20s. 18s.					
		3rd " "	26s. 22s.					
		4th " "	34s. 26s.					
		5th " "	44s. 30s.					
		and until full age.						
		<i>PROPORTION.</i>						
		One apprentice to every two or fraction of two workers receiving not less than the minimum wage.	Workers who, if males, are receiving not less than 58s. per week of 48 hours, or, if females, are receiving not less than 34s. 6d. per week of 48 hours.					

(3) OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(4) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than 24 hours) shall be paid at the rate of time and a half.

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—The special rate to be paid to a clerk or cashier employed in an hotel or restaurant shall be at the rate of *time and a half*, and the special rate to be paid to any other person shall be at the rate of *double time* for all work done on Sundays, New Year's Day, Foundation Day (28th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, and Boxing Day; but if any other day be, by Act of Parliament or Proclamation, substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

Provided that this clause shall not apply to—

Receiving clerks or punch or fare checking clerks, outfit clerks, roster clerks, or other clerks in lieu of or in substitution for any such clerks in connexion with the traffic operations of tramways or employed in tramway sheds or tramway offices, or

Counter clerks, entering clerks, cashiers, label or despatch clerks employed in daily newspaper offices.

* There is a Commonwealth agreement for this occupation.

(38.) CLOTHING.

NOTE.—This Determination applies to the whole of the State.

This Board was appointed to determine the lowest prices or rates of payment for wholly or partly preparing or manufacturing the following articles or classes of articles, that is to say, "articles of men's and boys' clothing or wearing apparel, namely:—Coats (including overcoats and cloaks of every description), vests, trousers, jackets, and knickerbockers, except indiarubber waterproof garments."

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued*(38.) CLOTHING—*continued*.

(1) That on the 13th April, 1917, the last previous Determination of this Board shall be revoked, and replaced by this Determination.

(2)

Experience	Apprentices.		Improvers.						Juvenile Workers, i.e., Females under 21 years of age (not being apprentices or Improvers) employed as ticket sewers.	All other Employees.				
	Wages.		Wages.							Wages.				
	Per week of 48 hours.		Per week of 48 hours.							Per week of 48 hours.				
	Males.	Females.	Males employed at—				Females.			Wages.	Classes of persons.		Order Clothing.	Ready-made Clothing.
			Pressing.		Any other work.		Em- ployed on any other work.	Em- ployed on any other work.			Order Cloth- ing.	Ready- made Cloth- ing.		
s. d.	s. d.	Order Cloth- ing.	Ready- made Cloth- ing.	Order Cloth- ing.	Ready- made Cloth- ing.	Order Cloth- ing.	Ready- made Cloth- ing.	s. d.		s. d.	s. d.			
1st year at trade— 1st six months	5 0	5 0	7 6	7 6	7 6	7 6	7 6	5 0	5 0	} 7 6	MALES.		s. d.	s. d.
2nd „	7 6	7 6	10 0	12 6	10 0	12 6	7 6	7 6	7 6		Cutters	75 0	65 0	
2nd year at trade— 1st six months	10 0	10 0	12 6	15 0	12 6	15 0	10 0	10 0	10 0	10 0	Tailors	65 0	65 0	
2nd „	12 6	12 6	15 0	17 6	15 0	17 6	12 6	12 6	12 6	12 6	Pressers	60 0	60 0	
3rd year at trade— 1st six months	15 0	15 0	17 6	22 6	17 6	22 6	15 0	15 0	} 20 0	20 0	Trimmers	57 6	57 6	
2nd „	17 6	17 6	22 6	27 6	22 6	27 6	17 6	17 6		17 6	Machinists	60 0	60 0	
4th year at trade— 1st six months	20 0	20 0	27 6	30 0	27 6	30 0	20 0	20 0	..	..	Brushers or Folders ..	52 0	52 0
2nd „	25 0	24 0	35 0	35 0	35 0	35 0	24 0	24 0	..	..	Seam or under pressers of men's coats	52 0	52 0
5th year at trade— 1st six months	30 0	..	40 0	40 0	40 0	40 0	27 0	..	..	..	All other seam or under pressers	50 0	50 0
2nd „	35 0	..	45 0	45 0	45 0	45 0	30 0	..	..	..	All others	50 0	50 0
6th year at trade— 1st six months	50 0	50 0	FEMALES.			
2nd „	..	..	..	..	55 0	55 0	..	..	..	..	Cutters	75 0	65 0
7th year at trade— 1st six months	..	..	..	..	60 0	60 0	..	..	..	..	Pressers, with an iron of not more than 7 lbs. in weight, of such juvenile garments as are made from linen, drill, silk, or other similar material	32 6	32 6
											Pressers of any other gar- ments or pressing machinists	60 0	60 0	
											Seam or under pressers of men's coats	52 0	52 0	
											All other seam or under pressers	50 0	50 0	
											Coat hands	32 6	29 6	
											Button-hole makers by hand—			
											On coats	32 6	32 6	
											On trousers and vests	30 6	30 6	
											Machinists—			
											1st six months ex- perience	21 0	21 0	
											2nd six months' ex- perience	24 0	24 0	
											And thereafter	30 6	29 6	
											Trousers or vest hands ..	30 6	28 0	
											Brushers or folders, button- hole finishers, or button sewers—			
											1st six months' ex- perience as such	21 0	21 0	
											2nd six months' ex- perience as such	24 0	24 0	
											And thereafter	28 0	28 0	
											All others	28 0	28 0	

PROPORTIONATE NUMBER (IN ANY FACTORY OR PLACE).

Males.

One male apprentice to every two or fraction of two male workers receiving at wages rates or earning at piece-work prices not less than 50s. per week of 48 hours.

Females.

One female apprentice to every female worker receiving at wages rates or earning at piece-work prices not less than 28s. per week of 48 hours.

An indenture of apprenticeship prescribed was approved on 19.6.16.

PROPORTIONATE NUMBER (IN ANY FACTORY OR PLACE).

Males.

One male improver to every four or fraction of four male workers receiving at wages rates or earning at piece-work prices not less than 50s. per week of 48 hours.

Females.

One female improver to every three or fraction of three female workers receiving at wages rates or earning at piece-work prices not less than 28s. per week of 48 hours.

(3) CASUAL LABOUR.—Casual employees, i.e., employees engaged at pressing or order cutting for 24 hours or less in any week shall be paid at the rate of time and a third.

Time of Beginning.

Time of Ending.

(4) TIME OF BEGINNING AND ENDING WORK. { 7.30 a.m. 6 p.m. on five days of the week.
7.30 a.m. 1 p.m. on the other working day of the week
on which the half-holiday is usually observed.

(5) OVERTIME.—Any employee who, within the hours of beginning and ending work, works in any week for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

Any employee who is engaged outside the hours specified in this Determination as the times of beginning and ending work upon such day shall be paid for such overtime at the rate of time and a half.

(6) SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.—All work done on Sundays, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, and Boxing Day, shall be paid for at the rate of double time. If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate should only be payable for work done on the day so substituted.

(7) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(39.) LOTHING (WATERPROOF).

NOT.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of waterproof articles made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sou'westers, or rugs of every description, has made the following Determination, namely:—

(1) That on the 24th day of March, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Apprentices or Improvers.				Other Employees.				
WAGES.				WAGES.				
				Per week of 48 hours.				
				Males.	Females.			Per week of 48 hours.
				s. d.	s. d.			s. d.
1st year's experience	..	..	..	13 9	11 0	MALES—		71 6
2nd "	"	"	"	22 0	17 6	Garment Cutters		66 0
3rd "	"	"	"	33 0	24 3	Other Cutters		66 0
4th "	"	"	"	44 0	30 9	Garment Makers		63 3
5th "	"	"	(1st six months)	55 0	..	All others		..
PROPORTION (IN ANY PLACE).				FEMALES				34 1
Apprentices.								
One male apprentice to every three or fraction of three male workers receiving not less than 63s. 3d. per week.								
One female apprentice to every three or fraction of three female workers receiving not less than 34s. 1d. per week.								
Improvers.								
One male improver to every male worker receiving not less than 66s. per week.								
One female improver to every female worker receiving not less than 34s. 1d. per week.								

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning.

7.30 a.m.

7.30 a.m.

Time of Ending.

1 p.m. on the day on which the half-holiday is usually observed.

6 p.m. on the other working days of the week.

(4) OVERTIME.—

(a) Outside the hours fixed in Clause 3

(b) Within the hours fixed in Clause 3 in excess of 48 hours in any week

Time and a half.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK.—The Board determines under the provisions of Section 144 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has fixed a minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

NOT.—Cotton and all other materials of which articles are composed must be supplied to the worker by the employer free of charge in order that piece-work prices or wages rates payable shall be net.

(40.) COAL AND COKE.*

NOT.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and the shire of Corio.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in any business or occupation connected with the sale or distribution of coal or coke by any—

- coal importer,
- coal-mine owner,
- gas company,"

has made the following Determination, namely:—

(1) That on the 6th day of August, 1917, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Apprentices or Improvers.				Other Employees.				
WAGES PER WEEK OF 48 HOURS.				WAGES.				
Under 17 years of age	84s. per week of 48 hours
17 years of age	Persons employed shifting gear to or from a ship or coal berth .. 84s. " 48 "
18 "	"	"	"	Coal baggers, loaders, or unloaders .. 70s. " 48 "
19 "	"	"	"	Coke yard employees .. 63s. " 48 "
20 "	"	"	"	Coal carters driving one horse .. 62s. " 51 "
PROPORTION.				Coal carters driving two horses .. 67s. " 51 "				
Apprentices.				and 2s. extra per week for every additional horse.				
One apprentice to every three or fraction of three workers receiving not less than 61s. per week.				Coke carters driving one horse .. 61s. " 51 "				
Improvers.				Coke carters driving two horses .. 66s. " 51 "				
One improver to the first four workers, and thereafter one improver to every ten workers receiving not less than 61s. per week.				and 2s. extra per week for every additional horse.				

* There is a Commonwealth award for Carters in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(41.) CONFECTIONERS—*continued.*

(3) OVERTIME.—For work done in excess of the maximum number of hours fixed as a week's work—time and a quarter for males and time and a half for females.

(4) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(5) PIECE-WORK.—The Board determines, under the provisions of Section 144 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(6)

DEFINITIONS.

CONFECTIONERS.—All adults (other than chocolate, French cream, bulk or novelty dippers) handling or dealing with confectionery in any process of manufacture from raw sugar, glucose, gelatine, gum, liquorice, chocolate, or similar materials, to the finished article, or engaged in operating or controlling any chocolate dipping or covering machine, or liquorice making or shaping machine, or depositing machine, or cocoa bean roaster.

GENERAL WORKERS.—All persons employed at nailing up boxes, tying up boxes, bottles, tins or parcels, tinning up, boxing or packing under 30 lbs. in weight; wrapping; packing stock boxes or tins or bottles; labelling; picking nuts or fruit or confection; grinding nuts; stirring gum or syrup; spreading peel or confections; smoothing, plaining, emptying, filling, or sieving starch in or from trays (to be done by males only); emptying trays; sieving; cutting fruit or ginger; cleaning; washing tins or bottles; stamping lozenges; plain piping or dotting or glazing novelties; marking confectionery; rolling confectionery sticks or balls; blanching nuts; separating confectionery; cutting confectionery (excepting lozenges or goods of similar nature); grinding figs, acids and other ingredients used in the trade; weighing confectionery and ingredients; straining syrup or other material used in the trade; coating jellies or other confections with such ingredients as dry sugar or cocoanut; turning the handle of any machine; all handling of confectionery directly it leaves the confectioner or the machine; packing confections; stirring confectionery or ingredients (if over 30 lbs. to be done by males only); upending sugar; icing novelties; glazing confections; cutting neat work; carrying goods, materials, or utensils; filling dates with cream; placing nuts on paste; and other unskilled or labouring work.

CHOCOLATE OR FRENCH CREAM DIPPERS.—All persons engaged in dipping by hand or fork goods in chocolate, French cream, or other substance, or covering by hand or fork goods with chocolate, French cream, or other substance.

BULK DIPPERS OR NOVELTY DIPPERS.—All persons who at one operation dip or cover a number of confections in or with chocolate or other material by means of wire frames, strainers, or other utensils, or persons filling or turning out chocolate goods moulded in or on metal.

(42.) COOPERS.*

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a cooper," has made the following Determination, namely:—

(1) That on the 23rd August, 1917, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.			
WAGES.				WAGES.			
				Per week of 48 hours.			
1st six months	..	..	..	..	..	..	..
2nd six months	..	..	..	..	..	..	..
2nd year	..	..	..	..	..	..	..
3rd year	..	..	..	..	..	..	..
4th year	..	..	..	..	..	..	..
5th year	..	..	..	..	..	..	..
PROPORTION (in any place).				Persons making, or partly making or repairing, or shaping timber for any article, including vata			
One apprentice to every three or fraction of three workers receiving not less than 62s. per week of 48 hours.				.. 80s.			
PROPORTION (in any place).				Labourers			
One improver to the first three workers, and thereafter one improver to every nine additional workers receiving not less than 80s. per week of 48 hours.				.. 62s.			

(3) TIME OF BEGINNING AND ENDING WORK {

Time of Beginning.	7.30 a.m.	..	..	..	12.15 p.m. on the day on which the half-holiday is observed.
	7.30 a.m.	..	..	..	5.30 p.m. on the other working days of the week.

(4) OVERTIME.—(a) Outside the hours fixed as the times of beginning and ending work .. }
 (b) Within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week .. } Time and a half.

* There is a Commonwealth award for this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(42.) COOPERS.*—*continued.*

(5) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sundays, Good Friday, 21st April (Eight Hours Day), and Christmas Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable on the day so substituted.

(6) CASUAL LABOUR.—Casual hands, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of one shilling and elevenpence per hour.

(7) A schedule of piece-work prices has been fixed by the Board.

* *There is a Commonwealth award for this trade.*

(43.) CORDAGE.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of rope, twine, cordage, halters, coir mats, or coir matting," has made the following Determination, namely:—

(1) That on the 15th day of March, 1918, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

Experience.	Wages per Week of 48 Hours.		Proportionate Number.
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
1st year { 1st 6 months ..	14 0	12 0	<p><i>Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers employed and receiving not less than 54s. per week of 48 hours</p> <p>One female apprentice to every three or fraction of three female workers employed and receiving not less than 28s. per week of 48 hours</p> <p><i>Improvers.</i></p> <p>One male improver to every two male workers employed and receiving not less than 54s. per week of 48 hours</p> <p>One female improver to every two female workers employed and receiving not less than 28s. per week of 48 hours</p>
2nd ,, { 2nd ,, ..	16 0	14 0	
3rd ,, { 1st ,, ..	18 0	16 0	
3rd ,, { 2nd ,, ..	20 0	18 0	
4th ,, { 1st ,, ..	22 6	20 0	
4th ,, { 2nd ,, ..	25 0	22 6	
5th ,, { 1st ,, ..	27 6	22 6	
5th ,, { 2nd ,, ..	30 0	22 6	
6th ,, { 1st ,, ..	32 6	..	
6th ,, { 2nd ,, ..	35 0	..	
	37 6	..	
	40 0	..	

(3)

JUVENILE WORKERS, i.e., Persons under 21 years of age, other than Apprentices or Improvers.

SOFT FIBRE DEPARTMENT.						HARD FIBRE DEPARTMENT.				
MALES.	1st Six Months' Experience.	2nd Six Months' Experience.	3rd Six Months' Experience.	4th Six Months' Experience.	There-after until attaining the Age of 21 Years.	MALES.	1st Four Months' Experience.	2nd Four Months' Experience.	3rd Four Months' Experience.	There-after until attaining the Age of 21 Years.
	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.		Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Dressing machine attendants ..	25 0	27 6	32 6	37 6	42 6	Leading hands parting and weighing hemp ..	38 0	38 0	38 0	38 0
Softener attendants, openers or batchers, leading hands ..	44 0	44 0	44 0	44 0	44 0	All others parting and weighing hemp ..	32 0	32 0	33 0	34 0
Softener attendants, openers or batchers, assistants ..	30 0	32 6	35 0	37 6	40 0	Automatic spinner attendants ..	18 0	21 0	23 0	26 0
Oilers ..	40 0	40 0	42 0	42 0	44 0	Automatic spinner attendants (if minding 10 spindles) ..	27 6	27 6	30 0	31 0
FEMALES						Winders ..	30 0	30 0	32 0	32 0
Feeders of breaker cards, jute finisher cards, or circular cards, or drawing machine and roving frame attendants ..	16 0	18 0	20 0	22 6	22 6	Persons employed at balling binder-twine	27 6	32 6	37 0	38 0
Feeders of circular cards with sheetspread, and not sliver fed or spreaders ..	20 0	22 6	25 0	25 0	25 0	House horizontal or vertical rope machine attendants and reelers for same ..	34 0	34 0	35 0	35 0
						Strand machine and laying machine attendants or twisters of hay lashing and box cords ..	21 0	24 0	28 0	31 0

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(43.) CORDAGE—continued.

(3)

JUVENILE WORKERS—continued.

SOFT FIBRE DEPARTMENT—continued.

HARD FIBRE DEPARTMENT—continued.

	1st Six Months' Experience.	2nd Six Months' Experience.	3rd Six Months' Experience.	4th Six Months' Experience.	Thereafter until attaining the Age of 21 Years.		1st Four Months' Experience.	2nd Four Months' Experience.	3rd Four Months' Experience.	Thereafter until attaining the Age of 21 Years.
	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.		Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
FEMALES—continued.	s. d.	s. d.	s. d.	s. d.	s. d.	MALES—continued.	s. d.	s. d.	s. d.	s. d.
Doffers	11 0	13 0	15 0	16 0	16 0	Persons employed balling lashing and box cords	35 0	35 0	36 0	36 0
Piecers, or spinners who have not had two years' experience as piecers	17 0	17 0	18 0	20 0	20 0	Lappers and finishers of clothes lines ..	35 0	35 0	36 0	36 0
Spinners on single sides	21 0	21 0	22 6	22 6	22 6	Oilers	40 0	40 0	42 0	44 0
Spinners on two sides	25 0	25 0	25 0	25 0	25 0	Bobbin bank hands for first ropemaker ..	25 0	27 6	30 0	30 0
Winders	17 0	19 0	21 0	22 6	22 6	Walk boys	14 0	15 0	16 0	17 0
Twisters or reelers ..	15 0	17 0	19 0	21 0	22 0	Can fillers or sliver hands on spreaders	27 0	27 0	30 0	32 6
Lappers	11 0	13 0	15 0	16 0	17 0	Can fillers or sliver hands on drawing machines..	27 0	27 0	30 0	32 6
Braiding machine attendants	15 0	17 0	19 0	19 0	20 0	FEMALES.				
Pressers and parcelers of roping and seaming twine ..	20 0	20 0	22 6	22 6	22 6	Can fillers or sliver hands on spreaders	28 0	28 0	28 0	28 0
Parcelers of shop twine (leader)	25 0	25 0	25 0	25 0	25 0	Can fillers or sliver hands on drawing machines..	28 0	28 0	28 0	28 0
Other parcelers and labellers	19 0	20 0	21 0	21 0	22 0	Persons employed opening hemp ..	28 0	28 0	28 0	28 0
						Persons employed taking away from softener	28 0	28 0	28 0	28 0
						Persons employed balling binder twine ..	28 0	28 0	28 0	28 0

NEW ZEALAND HEMP TOW DEPARTMENT.

CORDAGE AND HALTER DEPARTMENTS.

	1st Four Months' Experience.	2nd Four Months' Experience.	3rd Four Months' Experience.	Thereafter until attaining the Age of 21 Years.		1st Four Months' Experience.	2nd Four Months' Experience.	3rd Four Months' Experience.	Thereafter until attaining the Age of 19 Years.	At 19 or 20 Years of Age.
	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.		Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
MALES.	s. d.	s. d.	s. d.	s. d.	MALES.	s. d.	s. d.	s. d.	s. d.	s. d.
Softener attendants and hatchers (leading hand)	44 0	44 0	44 0	44 0	Males employed hand finishing in walk ..	44 0	44 0	44 0	44 0	44 0
Softener attendants and batchers (assistants)	30 0	32 6	35 0	40 0	Males employed plaiting halters	20 0	25 0	30 0	35 0	40 0
Breaker card attendants	32 6	35 0	36 0	36 0						
Automatic spinner attendants	18 0	21 0	23 0	26 0						
Automatic spinner attendants (if minding 10 spindles) ..	27 6	27 6	30 0	31 0						
Laying machine attendants	21 0	24 0	28 0	31 0						
Can fillers or sliver hands on drawing machines ..	27 0	27 0	30 0	32 6	FEMALES.					
FEMALES.					Females employed plaiting halters	18 0	20 0	22 6	25 0	
Can fillers or sliver hands on drawing machines	16 0	18 0	20 0	22 6						
Feeders of breaker cards or finisher cards ..	28 0	28 0	28 0	28 0	MATS AND MATTING DEPARTMENTS.					
					MALES.					
					Rod matmakers on hand looms	20 0	25 0	30 0	37 0	
					FEMALES.					
					Cop winders or plaiters	16 0	16 0	16 0	18 6	
					Bobbin winders	18 0	20 0	22 6	25 0	
					Carders	16 0	16 0	16 0	18 6	
					Wool bordered matmakers	16 0	20 0	22 6	25 0	

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(43.) CORDAGE—continued.

(4)

OTHER EMPLOYEES.

MALES.	Per Week of 48 Hours.	FEMALES.	Per Week of 48 Hours.
	s. d.		s. d.
Foreman, i.e., man in charge of department—		Doffing leaders	31 0
For the 1st year's experience as a foreman ..	62 6	Head piecers	29 6
For the 2nd year's experience as a foreman ..	65 0	Persons employed at balling binder-twine on two-spindle baller—	
Thereafter	67 6	For the first 6 months' experience	28 0
First ropemakers	68 0	Thereafter	29 6
Second ropemakers	63 0	Persons employed at balling binder-twine on three-spindle baller	31 0
Rope slicer on driving ropes or springs	63 0	All other adults	28 0
Twisters and layers of yarn in rope-walk (leading hand) ..	59 0		
First power reeplers or finishers	58 0		
Other reeplers or finishers	55 0		
Makers of rope ladders	58 0		
Feeders of first spreader	57 0		
Oilers	57 0		
Feeders of softeners or batchers	57 0		
Winders and warpers in tar-house	56 0		
Makers of pignets	56 0		
Fishing line makers	56 0		
Mat finishers—			
First year's experience as mat finishers	54 0		
Thereafter	56 0		
All other adults	54 0		

(5) OVERTIME.—Any employee who works in any week for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(6) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on Sunday, New Year's Day, Good Friday, or Christmas Day shall be paid for at the rate of double time, and on 26th day of January, Easter Monday, Eight Hours Day, or Boxing Day at the rate of time and a half, but if any other day be, by Act of Parliament or Proclamation, substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(7 and 8.) PIECE-WORK.—A schedule of piece-work prices for certain classes of work has been fixed by the Board, which has also determined, under the provisions of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to a person employed at any work for which this Board has not fixed piece-work prices, but has fixed a minimum wage, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

COUNTRY SHOP ASSISTANTS—(see No. 129).

(44.) CYCLE TRADE.

In accordance with the provisions of the *Factories and Shops Acts*, the Special Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of bicycles, tricycles, or motor cycles, or of a maker of any part or parts (other than tires) of a bicycle, tricycle, or motor cycle," has made the following Determination, namely:—

(1) That, on the 22nd February, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

NOTE.—This Determination applies to the Metropolitan District; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Maryborough, Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

(2)

Apprentices.		Improvers.		Other Employees.	
Wages per Week of 48 Hours.		Wages per Week of 48 Hours.		Wages per Week of 48 Hours.	
s. d.		s. d.		s. d.	
1st year	10 0	1st 6 months	10 0	Foremen, where over five adults are employed ..	87 6
2nd	12 6	2nd	12 6	Foremen, where five adults or under are employed ..	85 0
3rd	17 6	2nd year	15 0	Lathe hands	82 6
4th	22 6	3rd	20 0	Builders of motor cycle frames and frames other than cycle frames	75 0
5th	30 0	4th	27 6	Cycle-frame builders	68 6
6th	40 0	5th	35 0	Repairers of motor cycles (except lathe hands) ..	71 6
		6th	45 0	Other repairers (except lathe hands)	68 6
PROPORTION (IN ANY PLACE).		PROPORTION (IN ANY PLACE).		Fitters of motor cycles	71 6
One apprentice to every three or fraction of three persons receiving not less than 68s. 6d. per week of 48 hours.		One improver to one, two, or three		Assemblers of motor cycles	71 6
The prescribed Indenture of Apprenticeship was approved on 8th February, 1911.		Two improvers to four		Other assemblers	68 6
		And thereafter one improver to every three additional		Filers on motor and other cycles	68 6
				Wheel-builders on motor and other cycles ..	68 6
				Foremen in rim-making	77 6
				Brazers in rim-making	68 6
				All others employed in rim-making	68 6

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(44.) CYCLE TRADE—*continued.*

(3) TIME OF BEGINNING AND ENDING WORK—

Time of beginning—	Time of ending—
7.45 a.m.	1 p.m. on the day on which the half-holiday is usually observed.
7.45 a.m.	6 p.m. on the other working days of the week.

(4) OVERTIME—

Within the hours fixed in Clause 3 in excess of 48 hours in any week	Time and a quarter
Between midnight and 7.45 a.m. on any week day	Time and a half
Between 1 p.m. and 4 p.m. on the day on which the half-holiday is observed	} Time and a quarter.
Between 6 p.m. and 9 p.m. on the other week days	
Between 4 p.m. and midnight on the day on which the half-holiday is observed	} Time and a half.
Between 9 p.m. and midnight on the other week days	

(5) Double time shall be the special rate for all work done on Sunday, Good Friday, New Year's Day, 21st April (Eight Hours Day), Christmas Day, and Boxing Day; and time and a half shall be the special rate for all work done on 26th January (Foundation Day), Easter Monday, and King's Birthday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK:—The Board determines under the provisions of section 144 of the *Factories and Shops Act 1915* that any employer may fix and pay piece-work prices to any person employed in the rim-making department, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions and that such piece-work prices shall be fixed so that an average worker can earn not less than the minimum wage fixed for the said department.

(45.) DISPENSARIES.

NOTE.—This Determination applies to the following parts of Victoria, viz.:—The Metropolitan District as defined in the *Factories and Shops Acts*; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Special Board which was appointed to determine the lowest prices or rates which may be paid to any persons employed in dispensing, compounding, or selling medicines, drugs, or medicinal preparations in a Friendly Society's or Hospital Dispensary has made the following Determination, namely:—

(1) That this Determination shall be operative on and after the 1st day of March, 1918.

(2)

Apprentices or Improvers.				Other Employees.			
WAGES.			Per week of 44 hours.	WAGES.			Per week of 44 hours.
1st six months' experience	...	...	10s.	Head Dispenser or Dispenser in Charge	...	...	110s.
2nd " " "	...	...	15s.	Assistants	...	...	90s.
3rd " " "	...	...	20s.				
4th " " "	...	...	25s.				
5th " " "	...	...	30s.				
6th " " "	...	...	35s.				
7th " " "	...	...	40s.				
8th " " "	...	...	50s.				

PROPORTION (IN ANY PLACE).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 90s. per week.

Improvers.
One improver to every ten or fraction of ten workers receiving not less than 90s. per week.

(3) TIMES OF BEGINNING AND ENDING WORK:—

In a Friendly Society's Dispensary—

Times of Beginning.	Times of Ending.	
9.30 a.m. ...	7.30 p.m. ...	on Monday, Tuesday, Wednesday, and Thursday.
9.30 a.m. ...	8 p.m. ...	on Friday.
9.30 a.m. ...	1 p.m. ...	on Saturday.

In a Hospital Dispensary—

Times of Beginning.	Times of Ending.	
9 a.m. ...	6 p.m. ...	on Monday, Tuesday, Wednesday, Thursday, and Friday.
9 a.m. ...	1 p.m. ...	on Saturday.

(4) OVERTIME.—The following rates shall be paid for all work done:—

Outside the times of beginning and ending work	} Time and a half.
Within the times of beginning and ending work, in excess of 44 hours in any week	

(5) CASUAL LABOUR.—Any person casually employed during any week for not more than 22 hours shall be paid at the rate of time and a half.

(6) SPECIAL RATES.—Time and a half shall be the special rate for all work done on Sundays, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted or any of the above-named holidays, then the special rate shall be payable only for the day so substituted.

(46.) DRAPERS.*

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Acts*; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

* There is a Commonwealth award for Carters in this business.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(46.) DRAPERS*—*continued.*

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the business of a seller of goods usually sold by drapers or haberdashers (other than boots of any kind and articles of male attire), including mantles, costumes, millinery, gloves, stockings, and underclothing," has made the following Determination, namely:—

(1) That on the 16th day of September, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.							Juvenile Workers, i.e., Persons under 21 years of age (other than Apprentices or Improvers) employed in Parcels Office or as Parcel Boys or Helpers.	Other Employees.					
Wages per Week of 48 Hours.								Wages per Week of 48 Hours.					
Experience.	Commencing Age.							Wages per Week of 48 Hours.	Within the Metropolitan District.		Outside the Metropolitan District wherever this Determination applies.		
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	s.		d.	s.	d.		
Males—							15 years of age or under 11 6 16 years of age 15 6 17 " " 20 0 18 " " 26 6 19 " " 33 0 20 " " 40 0	MALES.					
1st year—								Departmental manager, i.e., a person in control of 3 or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such Department				80	0
1st 6 months	11 6	11 6	14 6	16 6	16 6	22 0		Pattern-men, assemblers, or salesmen—					
2nd 6 months	11 6	11 6	14 6	16 6	16 6	30 0		21 years of age				50	0
2nd year—								22 years of age				60	0
1st 6 months	15 6	16 6	22 0	27 6	22 0	36 0		23 to 59 years of age				72	0
2nd 6 months	15 6	16 6	22 0	27 6	33 0	41 0		60 years of age or over				60	0
3rd year—								Foreman packer or Storeman, i.e., a person in control of 4 or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such Department				70	0
1st 6 months	20 0	23 0	30 0	40 0	40 0	49 6		Packers or storemen				62	6
2nd 6 months	20 0	23 0	30 0	40 0	47 0	57 6		Helpers employed—					
4th year ..	26 6	31 0	40 0				Between 7.30 a.m. and 11 p.m. ..				60	0	
5th year ..	33 0	40 0					Between 11 p.m. and 7.30 a.m. ..				76	0	
3th year ..	40 0						Porters ..				60	0	
Females—								FEMALES.					
1st year—							Departmental manageress, i.e., a person in control of three or more saleswomen 23 years of age or over, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such Department				47	6	
1st 6 months	8 0	11 0	14 0	15 0	15 0	17 6	Saleswomen in Dress, Manchester, Drapery Furnishing, Prints, or Silk Departments—						
2nd 6 months	8 0	11 0	14 0	15 0	15 0	20 0	21 years of age				40	0	
2nd year—							22 years of age				48	0	
1st 6 months	12 0	15 0	18 6	20 0	20 0	22 6	23 years of age or over				57	6	
2nd 6 months	12 0	15 0	18 6	20 0	20 0	25 0	Saleswomen in any other Department, pattern woman, or assemblers—						
3rd year—							21 years of age				28	6	
1st 6 months	16 0	18 6	22 6	23 0	23 0	27 6	22 years of age				32	6	
2nd 6 months	16 0	18 6	22 6	23 0	23 0	30 0	23 years of age or over				37	6	
4th year ..	18 6	22 6	25 0				Packers ..				62	6	
5th year ..	22 6	25 0					Porters or helpers ..				60	0	
6th year ..	25 0												

PROPORTION (in any Shop or Place)

APPRENTICES.

Males.

One male apprentice to every three or fraction of three male workers receiving not less than 50s. per week.

Females.

One female apprentice to every three or fraction of three female workers receiving not less than 28s. 6d. per week.

IMPROVERS.

Males.

One male improver to every male person receiving not less than 50s. per week of 48 hours.

Females.

Two female improvers to one female person receiving not less than 28s. 6d. per week of 48 hours.
 Four female improvers to two female persons and thereafter—
 One female improver to each additional female person
 Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.

* There is a Commonwealth award for Carters in this business.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(46.) DRAPERS*—*continued.*

(3) OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(4) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than 24 hours) shall be paid at the rate of time and a half.

(5) SPECIAL RATES.—Time and a half shall be the special rate for all work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

* There is a Commonwealth award for Carters in this business.

(47.) DRESSMAKERS.

NOTE.—

(a)

This Determination applies to the Metropolitan District; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Castlemaine, Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

(b)

The powers of this Board were extended—

(1) On 12th June, 1911, by conferring on it the exclusive power to fix prices or rates for any person employed either inside or outside a factory or workroom in wholly or partly preparing or manufacturing blouses

(2) On 9th October, 1917, to enable it to fix the lowest prices or rates for the trade of making females' stitched neckwear of woven materials.

This Board, which was appointed "to determine the lowest prices or rates of payment to be paid for wholly or partly preparing or manufacturing, either inside or outside a factory or work-room, the following articles, that is to say:—Articles of women's, girls', and children's outer clothing or wearing apparel (except indiarubber waterproof garments), such as costumes, dresses, skirts, tea-gowns, wrappers, blouses, jackets, mantles, capes, opera cloaks, and cloaks of every description," has made the following Determination, namely:—

(1) That on the 24th September, 1917, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

	Wages per week of 48 hours.			
	Improvers at Cuttlag.		All Apprentices and all other Improvers.	
	Male. s. d.	Female. s. d.	Male. s. d.	Female. s. d.
1st year	10 6	9 0	10 6	7 0
2nd "	16 6	13 0	16 6	11 0
3rd "	25 0	18 6	25 0	16 0
4th "	35 0	24 0	35 0	21 6
5th "	45 0	30 0	45 0	26 0
6th "	55 0	..	..	..

PROPORTION (IN ANY PLACE).

APPRENTICES.

One apprentice to each worker of the same sex receiving not less than the minimum wage.

IMPROVERS.

Males.

One male improver to every two or fraction of two male workers receiving not less than 55s. per week of 48 hours.

Females.

Three female improvers to each female worker receiving not less than 28s. per week of 48 hours.

The prescribed form of indenture as amended was approved on 21st June, 1917.

ALL OTHER EMPLOYEES.

	Wages per week of 48 hours.	
	Order Clothing.	Other Clothing.
<i>Males.</i>		
Cutters	75s.	65s.
Tailors	60s.	60s.
Machinists	60s.	60s.
Seam or under pressers	55s.	55s.
Other pressers	60s.	60s.
All others	55s.	55s.
<i>Females.</i>		
Cutters	46s.	36s.
Skirt hands	30s.	28s.
Coat, bodice or mantle hands	32s.	28s.
Persons with an iron not more than 12 lbs. weight, pressing off mantles and costume coats of material other than cotton, drill, wool delaine, silk, chalyse, or other similar material	42s.	42s.
Other pressers using an iron not more than 12 lbs. weight	30s.	30s.
Other pressers	60s.	60s.
Machinists	30s.	29s.
Persons over 21 years of age (excluding cutters and pressers, and not being apprentices or improvers) without previous experience at the trade—		
1st 6 months' experience	21s.	21s.
2nd 6 " "	24s.	24s.
All others	28s.	28s.

(3) DEFINITION.—Order clothing means "bespoke garments" made to individual measure and fitted on.

A coat, bodice, or mantle hand is a person employed making or preparing coats, bodices, or mantles for the machinist.

A skirt hand is a person employed making or preparing skirts for the machinist.

(4) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.

Time of Ending.

7.50 a.m. 6.20 p.m. on five days of the week.

7.50 a.m. 1 p.m. on the other working day of the week on which the half-holiday is usually observed.

(5) OVERTIME.—Any employee who, within the hours of beginning and ending work, works in any week for any time in excess of 48 hours, shall be paid for such extra time at the rate of time and a half.

Any employee who is engaged outside the hours specified in this Determination as the times of beginning and ending work upon such day shall be paid for such overtime at the rate of time and a half.

(6) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on Sunday shall be paid for at the rate of double time and on New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day at the rate of time and a half; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(7) PIECE-WORK.—The Board determines under the provisions of Section 144 of the *Factories and Shops Act 1915* that any employer may fix and pay piece-work prices for wholly or partly preparing or manufacturing articles of women's, girls', and children's outer clothing or wearing apparel, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates fixed by the Board for such work.

NOTE.—Cotton, and all other materials of which garments are composed, must be supplied to the worker by the employer free of charge, in order that piece-work prices or wages rates payable shall be net.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(48.) DYERS AND CLOTHES CLEANERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan district as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board which was appointed to “determine the lowest prices or rates which may be paid to any person or persons or class of persons employed in the process, trade, or business of a dyer or clothes cleaner,” has made the following Determination namely:—

(1) That on the 4th day of October, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.			Juvenile workers, i.e., persons under 21 years of age (other than apprentices or improvers) who, if males, are clothes cleaners or dye-house labourers, or who, if females, are garment steamers, glove cleaners, receivers, or despatchers.			Other Employees.				
WAGES.			WAGES.			WAGES.				
Per week of 48 hours.			Per week of 48 hours.			Per week of 48 hours.				
Males.		Females.	Males.		Females.	Males.		Females.		
s.	d.	s. d.	s.	d.	s.	d.	s.	d.		
1st year	.. 12 6	12 0	1st year	.. 27 6	17 6	Dyers .. .. .	..	75 0		
2nd year	.. 17 6	15 0	2nd year	.. 30 0	20 0	Dry Cleaners in charge of machines ..	..	72 6		
3rd year	.. 25 0	20 0	3rd year	.. 35 0	25 0	Other Dry Cleaners .. .. .	..	58 0		
4th year	.. 32 6	24 0	4th year	.. 40 0	..	Wet Cleaners .. .. .	..	58 0		
PROPORTION BY ANY EMPLOYER.						Hat Blockers .. .. .			..	65 0
APPRENTICES.						Pressers .. .. .			..	60 0
One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.						Dye-house Labourers .. .. .			..	57 0
IMPROVERS.						All others .. .. .			..	57 0
One male improver to every three or fraction of three male workers receiving not less than 57s. per week of 48 hours.						Females.				
One female improver to every four or fraction of four female workers receiving not less than 23s. 6d. per week of 48 hours.						Feather Dressers on new material .. ..			..	40 0
						Other Feather Dressers .. .. .			..	33 0
						Pressers pressing with an iron 12 lbs. or over in weight .. .. .			..	40 0
						Pressers pressing with an iron under 12 lbs. in weight .. .. .			..	30 0
						Steamers steaming glazed material or velvet .. .. .			..	35 0
						Other Steamers .. .. .			..	28 6
						Repairers of Clothing .. .. .			..	35 0
						Other Repairers .. .. .			..	28 6
						Hat Trimmers .. .. .			..	33 0
						Dry Cleaners or Spotters .. .. .			..	32 0
						Wet Cleaners .. .. .			..	30 0
						Glove Cleaners .. .. .			..	30 0
						Receivers and Despatchers .. .. .			..	31 0
						Brushers and Folders .. .. .			..	28 6
						All others .. .. .			..	28 6

Time of Beginning.

Time of Ending.

(3) TIME OF BEGINNING AND ENDING WORK { 7.30 a.m. 6 p.m. on five days of the week.
 { 7.30 a.m. 1 p.m. on the other working day of the week on which the half-holiday is usually observed.

(4) OVERTIME.—Any employee who, within the hours of beginning and ending work, works in any week for any time in excess of 48 hours, shall be paid for such extra time at the rate of time and a half.

Any employee who is engaged outside the hours specified in this Determination as the times of beginning and ending work upon such day shall be paid for such overtime at the rate of time and a half.

(5) SPECIAL RATE FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on Sundays, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, and Boxing Day, shall be paid for at the rate of time and a half. If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate should only be payable for work done on the day so substituted.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(49. ELECTRICAL INSTALLATION.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in any business or occupation connected with the installation of electrical fittings, appliances, motors and heaters, including the laying of wires,” has made the following Determination namely:—

(1) That on the 25th November, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination

(2) Apprentices.			Improvers			Other Employees.				
WAGES.			WAGES.			WAGES.				
Per week of 48 hours.			Per week of 48 hours.			Class of Persons.	Within the Metropolitan District.		Outside the Metropolitan District wherever this Determination Applies.	
							Wages per week of 48 hours.		Wages per week of 48 hours.	
						Day Shift.		Night Shift.		
1st year	..	5s.	1st year	..	7s. 6d.					
2nd year	..	12s. 6d.	2nd year	..	15s.					
3rd year	..	25s.	3rd year	..	25s.					
4th year	..	35s.	4th year	..	35s.					
5th year	..	45s.	5th year	..	48s.					
PROPORTION (within any factory or place). 1 apprentice to 1, 2, or 3 .. 3 apprentices to 4, 5, or 6 .. 4 apprentices to 7 or 8 .. and thereafter 1 additional apprentice to every additional 2 or fraction of 2			PROPORTION (within any factory or place). 1 improver to 4 .. 2 improvers to 5 .. 3 improvers to 6 or 7 .. and thereafter 1 additional improver to every additional 2 or fraction of 2 ..			Electrical mechanics, line-men, or wiremen .. Battery Erectors .. Electrical erectors, i.e., men erecting or dismantling motors, generators, transformers, or other electric machinery of 15 horse-power or over, or electric lifts, cranes, or hoists .. Cablejoints .. All others ..				
An indenture of apprenticeship prescribed was approved on 23.5.12.			workers receiving not less than 61s. per week of 48 hours.			workers receiving not less than 74s. per week of 48 hours.			Leading hands, i.e., journeymen who are placed in charge of two or more other journeymen	
						79s.	92s.	74s.	88s.	
						83s.	98s.	78s.	92s.	
						83s.	98s.	78s.	93s.	
						85s.	102s.	81s.	96s.	
						66s.	78s.	61s.	74s.	
						1s. per shift in addition to the rate specified				

(3) SHIFTS.—That the time of beginning and the time of ending each shift shall be as follows:—

								Day Shift.	
								Time of Beginning.	Time of Ending.
Saturday	..	..	..	..	..	..	..	7 a.m.	12.30 p.m.
Any other working day	..	..	..	..	..	..	..	7 a.m.	6 p.m.
								Night Shift.	
Any working day	..	..	..	..	..	..	..	10 p.m.	8 a.m.

(4) OVERTIME.—The following rates shall be paid for all work done during the times specified hereunder:—

For each hour or fraction of an hour worked by any employee—

- Not more than four hours before or after his shift Time and a half.
- More than four hours before or after his shift Double time.

(5) SPECIAL RATES FOR SUNDAY AND PUBLIC HOLIDAYS.—All work done on Sundays, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be substituted by Act of Parliament or Proclamation for the above, the special rate shall be payable only for the day so substituted.

(50.) ELECTRICAL SUPPLY.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in—

- (a) the generation or distribution of electricity,
- (b) the manufacture, repair, or maintenance of electrical appliances when such work is done by generators, distributors, or installers.”

has made the following Determination, namely:—

(1) That on the 15th November, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(50.) ELECTRICAL SUPPLY—*continued.*

(2)

Apprentices.	Improvers.	Juvenile Workers.	Other Employees.	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
<p>WAGES. Per week of 48 hours.</p> <p>1st year's experience 7s. 6d. 2nd " .. 12s. 6d. 3rd " .. 20s. 4th " .. 32s. 6d. 5th " .. 45s.</p> <p>PROPORTION (within any place).</p> <p>Two apprentices to every five or fraction of five workers receiving not less than 57s. per week of 48 hours.</p> <p>An indenture of apprenticeship prescribed was approved on 2.14.14.</p>	<p>WAGES. Per week of 48 hours.</p> <p>1st year's experience 10s. 2nd " .. 15s. 3rd " .. 20s. 4th " .. 32s. 6d. 5th " .. 45s.</p> <p>PROPORTION (within any place).</p> <p>Two improvers to every five or fraction of five journeymen receiving not less than 57s. per week of 48 hours.</p>	<p>WAGES. Per week of 48 hours.</p> <p>17 years of age 27s. 6d. 18 " " 32s. 6d. 19 " " 37s. 6d. 20 " " 45s.</p>	<p>Assembler, tester, or repairer of arc lamps or instruments .. 72s. Battery attendant .. 64s. Carboner .. 65s. Electrical fitters .. 83s. Erector of station or sub-station switchboards .. 72s. Jointer of underground cables or persons employed fixing or repairing underground services in iron pipes .. 75s. Linesman, i.e., a person employed erecting, fixing, or repairing overhead conductors or electrical apparatus, or fixing service cut-out boxes or supports for meters .. 72s. Meter fixer .. 65s. Night patrol man, i.e., a person employed inspecting and switching circuits or repairing live feeders or distributors of over 600 volts .. 75s. Station switchboard attendant .. 63s. Switchman, i.e., a person employed (mainly at night) inspecting and switching, or renewing lamps or fuses on circuits or consumers' premises (but not repairing) .. 61s. 6d. Sub-station attendant .. 69s. Winder or assembler of coils, chokes, or transformers of not more than 2 k.w. capacity .. 63s. Winder of machines or apparatus above 2 k.w. capacity .. 72s. All others .. 60s. Leading hand, i.e., a workman who, under his foreman, is held responsible for, directs the work of, and is continuously working with an average of at least three other adult employees, one of whom is of the same class as himself; such average to be taken for eight hours</p>	<p>WAGES. Per week of 48 hours.</p> <p>72s. 64s. 65s. 83s. 72s. 75s. 72s. 65s. 75s. 63s. 61s. 6d. 69s. 63s. 72s. 60s.</p> <p>In addition to the rate specified 1s. per day</p>	<p>WAGES. Per week of 48 hours.</p> <p>67s. 60s. 61s. 78s. 67s. 70s. 66s. 61s. 70s. 59s. 57s. 6d. 64s. 59s. 67s. 57s.</p> <p>In addition to the rate specified 1s. per day</p>

(3) DEFINITIONS—

Juvenile Workers—

Persons 17, 18, 19, or 20 years of age (other than apprentices or improvers) employed at switching or renewing lamps or fuses on circuits or consumers' premises (but not repairing).

(4) TIME OF BEGINNING AND ENDING WORK.—For any person (other than a night patrolman, switchman, sub-station attendant, station switchboard attendant, carboner, or person attending to dynamos or motor generators) shall be—

Time of beginning not earlier than—

Monday to Friday (inclusive) 7 a.m.

Saturday 7 a.m.

Time of ending not later than—

.. .. . 6 p.m.

.. .. . 12.30 p.m.

(5) OVERTIME.—The following rates shall be paid for work done during the times specified hereunder, by—

(a) A night patrolman, switchman, sub-station attendant, station switchboard attendant, carboner or person attending to dynamos or motor generators—

In excess of 48 hours in any week Time and a half.

(b) Any other person—

Outside the hours fixed as the times of beginning and ending work

Within the hours fixed as the times of beginning and ending work

In excess of 48 hours in any week } .. Time and a half.

(6) SPECIAL RATES.—Any person (other than a night patrolman, switchman, sub-station attendant, station switchboard attendant, carboner, or person attending to dynamos or motor generators) shall be paid time and a half for all work done on Sunday, and double time for all work done on New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

(51.) ELECTRO-PLATERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

(a) Electro-plating;

(b) Metal polishing;

(c) Enamelling or japanning metals;

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(51.) ELECTRO-PLATERS—continued.

other than persons subject to the Determination of any one of the following Boards:—

Bedstead Makers Board,
Brassworkers Board,
Jewellers Board,
Ovenmakers Board,
Tinsmiths Board."

has made the following Determination, viz.:—

(1) That on the 26th day of August, 1918, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Juvenile Workers.		Other Employees.	
WAGES.		WAGES.		WAGES.		WAGES.	
	Per week of 48 hours.		Per week of 48 hours.		Per week of 48 hours.		Per week of 48 hours.
1st year's experience ..	10s.	1st 6 months' experience	10s. 6d.	Under 15 years of age	11s.	Electro-platers, i.e., persons engaged—	
2nd ..	15s.	2nd ..	13s.	15 years of age ..	13s. 6d.	(a) Mixing electro-plating solutions; or	
3rd ..	21s.	3rd ..	16s.	16 years and under 17 years of age ..	16s.	(b) Keeping such solutions in proper working order; or	
4th ..	27s. 6d.	4th ..	18s.			(c) Controlling the supply and generation of the electric current for electro-plating ..	76s.
5th ..	32s. 6d.	5th ..	26s.			Grinders, polishers, liners, or hand decorators ..	67s.
6th ..	40s.	6th ..	32s.			Coaters ..	65s.
		4th year's experience	42s.			All others ..	59s.
		5th ..	50s.				
PROPORTION.		PROPORTION.					
One apprentice to every three or fraction of three workers receiving not less than 59s. per week of 48 hours		One improver to every four or fraction of four workers receiving not less than 59s. per week of 48 hours					
An indenture of apprenticeship prescribed was approved on 28.1.11							

(3) DEFINITION OF JUVENILE WORKERS.—Persons under 21 years of age (other than apprentices or improvers) employed at slinging and unslinging, hanging, cleaning, scouring, scratch-brushing, drying-out, or cleaning old enamel off cycle wheels or frames or other old iron or tinware, or polishing legging clips, clips and plugs for rugs, nuts, screws, bolts, washers, or caps up to 1½" in diameter—

Time of Beginning.

Time of Ending.

(4) TIME OF BEGINNING 7.30 a.m. 5.30 p.m. on each of the five days in the week.

AND ENDING WORK 7.30 a.m. 12.30 p.m. on the day on which the half-holiday is usually observed.

(5) OVERTIME.—All work done outside the hours specified as the times of beginning and ending work, or for any work done within such hours in excess of 48 hours in any week, shall be paid for at the rate of time and a quarter.

(6) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(52.) ENGINE-DRIVERS (FACTORY).*

(Present Determination in force from 4.9.16.)

This Board was appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the occupation of a fireman, boiler attendant, or engine-driver in connexion with the use of steam-boilers or steam-engines, other than steam-boilers or steam-engines connected with mines."

(See Section 159, Act 2650, re increased powers of this Board to fix rates for certain persons, viz., assistant engine-driver, greaser or trimmer in connexion with the use of steam-engines or boilers.)

On 22.6.14 this Board was given power to fix rates for persons employed in the occupation of a boiler cleaner.

Board.	Minimum Wage	Hours of Work per Week.	Apprentices.		Improvers.
			WAGES.	Per week of 48 hours.	
Engine-drivers driving—					
Travelling hoist cranes running on gantries at an elevation of not less than 20 feet ..	70s.	48	1st year	26s.	Same as apprentices.
Other cranes at an elevation of not less than 20 feet, used in connexion with the erection of a building	78s.	48	2nd year	36s.	
Traction, locomotive, or steam roller engines	69s.	48	3rd year	50s.	
Hoist or winch engines without boilers, in foundries where metals are cast	60s.	48	PROPORTION (in any factory or place).		PROPORTION (in any factory or place).
Winch engines, for log-hauling purposes in sawmills, when the cylinder is less than 10 inches in diameter, or the cylinders (if more than one is used) have a combined area less than that of a cylinder 10 inches in diameter	63s.	48	One apprentice to every three or fraction of three workers engaged and receiving not less than 54s. per week of 48 hours.		One improver to every three or fraction of three workers engaged and receiving not less than 54s. per week of 48 hours.
Other winch or hoist engines or steam lorries	69s.	48			
Engines not provided for above—					
First-class	66s.	48			
Second-class	60s.	48			
Third-class	57s.	48			
Firemen or boiler attendants at hotels, coffee palaces, restaurants, clubs, or boarding houses ..	54s.	48			

* There are Commonwealth awards for this occupation.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(52.) ENGINE-DRIVERS* (FACTORY)— <i>continued.</i>				
Other firemen or boiler attendants—				
Firing three or more boilers ..	60s.	48		
Firing one or two boilers ..	57s.	48		
All others	54s.	48		
Engine-drivers attending to engines with condensers or dynamos attached	The rate specified and—			
Leading-hand firemen or water tenders—	6d. per day in addition			
Where two firemen are employed	6d.	.. ..	
Where three or more firemen are employed	1s.	.. ..	
Persons engaged personally inside a gas or water space of a boiler doing any cleaning work, including scraping or cleaning any part of a boiler, combustion chamber, flue, pit, or tube	6d. per hour ..			

OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of—

Time and a quarter for the first two hours ;
Time and a half for the next four hours ;
And double time thereafter.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—(a) Time and a half shall be the special rate for all work done on Sundays ; (b) Persons engaged in connexion with waterworks, sewerage works, electric light works, gas works, and tramway power houses shall be paid *time and a half* and all other persons *double time* for work done on the undermentioned public holidays, viz.—Good Friday, Easter Monday, New Year's Day, the 26th day of January (Foundation Day), the 21st day of April (Eight Hours Day), King's Birthday, Christmas Day, and Boxing Day ; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rates shall only be payable for work done on the day so substituted.

DEFINITIONS.—“First-class engine” means an engine or engines the cylinder or cylinders of which exceed 12 inches diameter in the aggregate.

“Second class engine” means an engine or engines the cylinder or cylinders of which do not exceed 12 inches diameter in the aggregate.

“Third-class engine” means an engine or engines the cylinder or cylinders of which do not exceed 6 inches diameter in the aggregate.

* There are Commonwealth awards for this occupation.

Board.	MINIMUM WAGE.		Apprentices.	Improvers.
	Within the Omeo and the Gaffney's Creek Divisions of the Mining District of Gippsland.	In any other Place.		
(53.) ENGINE-DRIVERS** (MINING). (Present Determination in force from 17.7.16.)				

This Board was appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons whatsoever employed in the occupation of a fireman, boiler attendant, or engine-driver in connexion with a steam-engine or steam-boiler in or about mines of every kind.”

(See Section 159, Act 2650, re increased powers of this Board to fix rates for certain persons.)

	Per week of 48 hours.		WAGES.		WAGES.
	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.		
Engine-drivers in charge of winding engines ..	75s.	66s.	1st year's experience ..	20s.	} Same as apprentices.
Other engine-drivers who are in charge of an engine or engines whose cylinders either singly or together exceed the area of a circle 12 inches in diameter, and who are also in charge of a condenser or electric generator or dynamo (not for lighting purposes) ..	72s.	63s.	2nd year's experience ..	30s.	
All other engine-drivers ..	69s.	60s.	3rd year's experience ..	40s.	
Fireman or boiler attendants in charge of or attending—			and thereafter the minimum wage.		} PROPORTION (within any place). One improver to every worker engaged and receiving not less than 51s. per week of 48 hours.
One boiler	57s.	51s.	PROPORTION (within any place). One apprentice to every worker engaged and receiving not less than 51s. per week of 48 hours.		
Two boilers	61s.	55s.			
Three boilers	63s.	57s.			
Boilers developing in the aggregate 1,000 horse-power or more	69s.	63s.			

OVERTIME.—Time worked in excess of 48 hours exclusive of Sunday in any one week shall be paid for at the rate of time and a quarter.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Time and a quarter shall be the special rate for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, Boxing Day ; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

** There are Commonwealth awards for this occupation.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(54.) ENGINEERING.

The Determination of the Engineers and Brassworkers (Skilled) Board has been substituted for a portion of this Determination, and when that of the Engineers and Brassworkers (Unskilled) Board comes into force the remaining portion will also lapse. (In force 11.2.19.)

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, Sebastopol, and Castlemaine; and the shire of Braybrook.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes or persons (other than persons subject to the Determination of any Special Board heretofore constituted) wheresoever employed in the process, trade, or business of a mechanical engineer, including—

- (1) a patternmaker, (7) a blacksmith, (8) a borer,
- (2) an iron and brass turner, (5) a coppersmith, (6) a planer, (9) a milling machiner,
- (3) a fitter, (7) a slotter,

has made the following Determination:—

NOTE.—The Resolution for the appointment of the Engineering Board was passed by the Legislative Assembly on the 1st, and by the Legislative Council on the 7th, December, 1910. On the 4th January, 1911, Act No. 2305 came into force, and the effect of the provisions of section 14 is that any of the persons enumerated below, wheresoever employed, in the process or business of a mechanical engineer, shall be paid the rates determined by this Board, notwithstanding that any other Special Board has fixed prices or rates for such persons.

(1) That on the 6th day of September, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.		Juvenile Workers.		Other Employees.	
Wages per week of 48 hours.		Wages per week of 48 hours.		Wages per week of 48 hours.	
		JUVENILE OR YOUNG WORKERS.		ADULTS (INCLUDING REPAIRERS).	
				Day Shift.	Night Shift.
1st year	9s. 0d.	(a) Engaged in the bolt and nut making department, screwing, tapping, threading, fining, pointing, heating, and cutting off bolts.		Patternmakers	89s. 101s.
2nd ,,	13s. 6d.	(b) Engaged striking for apprentices or improvers in the blacksmithing trade.		Blacksmiths	83s. 95s.
3rd ,,	17s. 6d.	(c) Engaged as boy labourers.		" Oliver " smiths	83s. 95s.
4th ,,	22s. 0d.			Drop-hammer smiths	83s. 95s.
5th ,,	30s. 0d.			Coppersmiths	83s. 95s.
6th ,,	41s. 6d.			Fitters	83s. 95s.
PROPORTION BY ANY EMPLOYER.				Turners, iron or brass	83s. 95s.
<i>Apprentices.</i>		Under 15 years of age	16s. 0d.	Spring-makers or fitters	83s. 95s.
Two apprentices to every five or fraction of five workers receiving not less than 63s. per week of 48 hours.		From 15 to 16 years of age	19s. 0d.	Borers	83s. 95s.
		" 16 to 17	22s. 0d.	Slotters	83s. 95s.
		" 17 to 18	27s. 6d.	Planers (except rail or plate-edge planers)	83s. 95s.
		" 18 to 19	33s. 0d.	Planers—rail and plate-edge	71s. 83s.
		" 19 to 20	38s. 6d.	Shapers (machines exceeding 14-in. stroke and double-headed machines)	83s. 95s.
		" 20 to 21	44s. 0d.	Shapers (machines up to and including 14-in. stroke)	71s. 83s.
<i>Improvers.</i>				Universal millers	83s. 95s.
One improver to every five or fraction of five workers receiving not less than 63s. per week of 48 hours.				Plain millers	71s. 83s.
				Gear cutters	71s. 83s.
				Machine hands making bolts and nuts	71s. 83s.
				Lappers, grinders wet or dry	71s. 83s.
				Persons working shearing, slotting, nibbing, or buckling machines in connexion with the manufacture of springs	68s. 80s.
				Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	68s. 80s.
				Persons working stud lathes, centring, screwing, or drilling-machines	68s. 80s.
				Blacksmiths' strikers	66s. 78s.
				Coppersmiths' assistants	66s. 78s.
				Labourers	63s. 75s.

(3) SHIFTS.—That—

(a) The hour of beginning and the hour of ending each shift shall be as follows:—

		DAY SHIFT.	
		Time of beginning.	Time of ending.
Monday to Friday .. .. .	.. .. .	7.30 a.m.	5.15 p.m.
Saturday .. .. .	.. .. .	7.30 a.m.	12 noon
		NIGHT SHIFT.	
Monday to Thursday .. .. .	.. .. .	8 p.m.	6 a.m. on the following day
Friday .. .. .	.. .. .	8 p.m.	6.30 a.m. on Saturday

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half calculated on the rates fixed for the Day shift.

(4) ALLOWANCES.—Persons employed outside employer's works on old work shall be paid 1½d. per hour extra.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK.—The Board determines, under the provisions of section 144 of the Factories and Shops Act 1915, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(54A.) ENGINEERS AND BRASSWORKERS (SKILLED).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District, as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Castlemaine, Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol; and the shire of Braybrook.

This Board was appointed to “determine the lowest prices or rates which may be paid to any skilled persons employed in the process, trade or business of—

- (a) a brassfounder or brassfinisher, or in the process, trade or business of a brassfounder or brassfinisher or any electrical apparatus or machinery or parts thereof;
- (b) a mechanical engineer, including—
- | | |
|-------------------------------|--------------------------|
| (1) a patternmaker; | (6) a planer, |
| (2) an iron and brass turner, | (7) a slotter, |
| (3) a fitter, | (8) a borer, |
| (4) a blacksmith, | (9) a milling machiner,” |
| (5) a coppersmith, | |

has made the following Determination:—

- (1) That this Determination shall be operative on and after 11th February, 1919.

(2) (a) BRASSWORKERS' SECTION.

Apprentices and Improvers.					Other Employees.					
APPRENTICES AND MALE IMPROVERS.										
					WAGES PER WEEK OF 48 HOURS.					
14 years of age	8s. 0d.	Brassmoulders	78s.
15 "	10s. 0d.	Brassfinishers	78s.
16 "	12s. 6d.	Coromakers—Males	70s.
17 "	15s. 0d.	Females	36s.
18 "	17s. 6d.	Brasspolishers	69s.
19 "	25s. 0d.	Dressers (i.e., persons who remove sand, faults in castings and superfluous metal caused by jointing, gateing, and venting, or who pickle castings)	63s.
20 "	37s. 6d.	Furnacemen	66s.
FEMALE IMPROVERS.										
1st year's experience	10s. 0d.	The following additional rates shall be paid to persons working:— (a) where the artificial temperature is 130° F. or over 2s. per hour (b) where the artificial temperature is 115° F. or over 1s. ..				
2nd "	..	..	..	..	12s. 6d.				
3rd "	..	..	..	..	15s. 0d.				
4th "	..	..	..	..	17s. 6d.				
5th "	..	..	..	..	25s. 0d.				
6th "	..	..	..	..	30s. 0d.				
PROPORTION BY ANY EMPLOYER.										
<i>Apprentices.</i>										
Two apprentices to every five or fraction of five workers receiving not less than 63s. per week of 48 hours.										
<i>Improvers.</i>										
Two improvers to every four or fraction of four workers receiving not less than 63s. per week of 48 hours.										

- (3) TIME OF BEGINNING AND ENDING WORK.—That the time of beginning and ending work shall be:—

Time of Beginning.	Time of Ending.
7.30 a.m. ..	12.15 p.m. on the day on which the half-holiday is usually observed.
7.30 a.m. ..	5.30 p.m. on the other working days of the week.

- (4) OVERTIME.—That the following rates shall be paid for all work done:—

- (a) Outside the hours fixed in Clause (3) } Time and a half.
 (b) Within the hours fixed in Clause (3) in excess of 48 hours in any week

- (5) ALLOWANCES.—

- (a) Any persons employed on work away from the centre shall receive the fares necessarily expended in going to and fro. The “centre” means the factory or the employee's residence, whichever is the nearer to the work.
- (b) Time occupied in travelling during the usual working hours of a factory shall be paid for at ordinary rates.
- (c) Time occupied in travelling before or after the usual working hours of a factory shall be paid for at the rate of time and a half.
- (d) Persons employed outside employer's works on old work shall be paid 1½d. per hour extra.

(6) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(7) PIECE-WORK.—The Board determines, under the provisions of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(54A.) ENGINEERS AND BRASSWORKERS (SKILLED)—*continued.*

(8) (b) ENGINEERS' SECTION.

Apprentices or Improvers.	Wages per week of 48 hours.	Juvenile Workers.		Other Employees.	
		JUVENILE OR YOUNG WORKERS.		ADULTS (INCLUDING REPAIRERS).	
1st year	9s. 0d.	(a) Engaged in the bolt and nut making department, acrowing, tapping, threading, finning, pointing, heating, and cutting off bolts.		Patternmakers 94s. 106s.	
2nd ,,	13s. 6d.	(b) Engaged striking for apprentices or improvers in the blacksmithing trade.		Blacksmiths 86s. 98s.	
3rd ,,	17s. 6d.	(c) Engaged as boy labourers.		" Oliver " smiths 86s. 98s.	
4th ,,	22s. 0d.			Drop-hammer smiths 86s. 98s.	
5th ,,	30s. 0d.			Coppersmiths 86s. 98s.	
6th ,,	41s. 6d.			Fitters 86s. 98s.	
PROPORTION BY ANY EMPLOYER.		Wages per week of 48 hours.		Turners, iron or brass 86s. 98s.	
<i>Apprentices.</i>		Under 15 years of age ..	16s. 0d.	Spring-makers or fitters 86s. 98s.	
Two apprentices to every five or fraction of five workers receiving not less than 69s. per week of 48 hours.		From 15 to 16 years of age ..	19s. 0d.	Borers 86s. 98s.	
		,, 16 to 17 ..	22s. 0d.	Slotters 86s. 98s.	
		,, 17 to 18 ..	27s. 6d.	Planers (except rail or plate-edge planers) 86s. 98s.	
		,, 18 to 19 ..	33s. 0d.	Planers—rail and plate-edge 72s. 84s.	
		,, 19 to 20 ..	38s. 6d.	Shapers (machines exceeding 14-in. stroke and double-headed machines) 86s. 98s.	
		,, 20 to 21 ..	44s. 0d.	Shapers (machines up to and including 14-in. stroke) 72s. 84s.	
<i>Improvers.</i>				Universal millers 86s. 98s.	
One improver to every five or fraction of five workers receiving not less than 69s. per week of 48 hours.				Persons using precision tools in operating grinding machines 86s. 98s.	
				Plain millers 72s. 84s.	
				Gear cutters 72s. 84s.	
				Machine hands making bolts and nuts 72s. 84s.	
				Lappers, grinders wet or dry 72s. 84s.	
				Persons working shearing, slotting, nibbing, or buckling machines in connexion with the manufacture of springs 69s. 81s.	
				Persons working stud lathes, centring, screwing, or drilling-machines 69s. 81s.	
				The following additional rates shall be paid to persons working—	
				(a) where the artificial temperature is 130° F. or over 2s. per hour	
				(b) where the artificial temperature is 115° F. or over 1s. ,,	

(9) SHIFTS.—That—

(a) The hour of beginning and the hour of ending each shift shall be as follows:—

				DAY SHIFT.	
				Time of beginning.	Time of ending.
Monday to Friday .. .. .	..	..	..	7.30 a.m.	5.15 p.m.
Saturday .. .. .	..	..	..	7.30 a.m.	12 noon
				NIGHT SHIFT.	
Monday to Thursday .. .. .	..	..	..	8 p.m.	6 a.m. on the following day
Friday .. .. .	..	..	..	8 p.m.	6.30 a.m. on Saturday

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half calculated on the rates fixed for the Day shift.

(10) ALLOWANCES.—

- (a) That any person employed on work away from the centre shall receive the fares necessarily expended in going to and from. The "centre" means the factory or the employee's residence, whichever is the nearer to the work.
- (b) Time occupied in travelling during the usual working hours of a factory shall be paid for at ordinary rates.
- (c) Time occupied in travelling before or after the usual working hours of a factory shall be paid for at the rate of time and a half.
- (d) Persons employed outside employer's works on old work shall be paid 1½d. per hour extra.

(11) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(12) PIECE-WORK.—The Board determines, under the provisions of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(55.) ENGINEERS AND BRASSWORKERS (UNSKILLED). (Determination not yet made.)

NOTE.—This Determination applies to the Metropolitan District as defined in the *Factories and Shops Acts*; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Castlemaine, Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol; and the shire of Braybrook.

This Board was appointed to determine the lowest prices or rates which may be paid to any unskilled persons employed in the process trade or business of—

- (a) a brassfounder or brassfinisher, or in the process trade or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof;
- (b) a mechanical engineer, including—
 - (1) a patternmaker,
 - (2) an iron and brass turner,
 - (3) a fitter,
 - (4) a blacksmith,
 - (5) a coppersmith,
 - (6) a planer,
 - (7) a slotter,
 - (8) a borer,
 - (9) a milling machiner.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(57.) FARRIERS—*continued.*

Time of Beginning. Time of Ending.
 (3) TIME OF BEGINNING } 6.30 a.m. 12 noon on the day on which the usual half-holiday is observed.
 AND ENDING WORK } 6.30 a.m. 5 p.m. on the other working days of the week.

(4) OVERTIME.—The following rates shall be paid:—

A. Outside the times of beginning and ending work:—

(a) On Saturdays—

Between 12 noon and 1 p.m. Double time.
 Later than 1 p.m. or earlier than 6.30 a.m. Treble time.

(b) On any other working day—

Between 5 p.m. and 6 p.m. Double time.
 Later than 6 p.m. or earlier than 6.30 a.m. Treble time.

B. Within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week Double time.

(5) SPECIAL RATES.—Treble time shall be the special rate for all work done on Sunday, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, Boxing Day, and New Year's Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) CASUAL LABOUR.—Casual hands, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate fixed and fourpence per hour in addition.

(58.) FELLMONGERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong and Warrnambool; the towns of Ballarat East and San Lingham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol; and the Barwon riding of the shire of South Barwon.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in the process, trade, or business of fellmongers, or wool-scourers or tanners of sheep-skins."

(1) That on the 29th day of June, 1917, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.		Other Employees.						
	WAGES.							Wages per week of 48 hours.
	Per week of 48 hours.							
1st year	18s.	Sorters of—						
2nd "	23s.	(a) dead wool, other than plucked wool						70s.
3rd "	29s.	(b) other wool						63s.
4th "	35s.	Man in charge of and working at wool-scouring machine						} 60s.
5th "	42s.	Man in charge of—						
6th "	45s.	Sweat-house						
		Pickling						
		or						
		Sheepskin tanners.						
		or						
		Man scouring wool by hand or sorting pelts						
		Woolpresser, dook and soak hand, man employed at fleshing or burring machine or at setting out						
		or						
		Man in charge of—						} 57s.
		Paint shop						
		Green or flat						
		or						
		Limes						} 56s.
		or						
		Man working at dag machine or dust extractor						
		All others						

"Man in charge" shall mean a person (working singly or with others) who, under the Manager, regulates and is responsible for the work of the department in which he is employed.

(3) TIME OF BEGINNING AND ENDING WORK.

Time of Beginning. Time of Ending.
 7.30 a.m. 12 noon on the day on which the half-holiday is usually observed.
 7.30 a.m. 5.30 p.m. on the other working days of the week.

(4) OVERTIME.—The following rate shall be paid:—

For all work done within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week, and Time and a quarter.

For all work done outside the hours fixed as the times of beginning and ending work

(5) SPECIAL RATES.—Time and a half shall be the special rate for all work done on Sunday, and double time for all work done on New Year's Day, Christmas Day, Boxing Day, Good Friday, Easter Monday, Eight Hours Day (21st April), but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK PRICES.—A schedule of piece-work prices has been fixed by the Board.

FELT HATTERS.—(See No. 76.)

FIBROUS PLASTERERS.—(See No. 114.)

(59.) FISH AND POULTRY.

(Present Determination in force from 20.12.15.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of:—

- (a) killing, plucking, dressing poultry or game;
- (b) preparing fish for sale, uncooked;
- (c) selling by retail uncooked poultry, uncooked game, or uncooked fish.

On 27th July, 1914, the powers of this Board were extended to enable it to fix rates for persons *wheresoever* employed in the business of:—

- (a) killing, plucking, dressing poultry or game;
- (b) preparing fish for sale uncooked, or for canning, drying, or smoking;
- (c) selling by wholesale or retail uncooked poultry, uncooked game, or uncooked fish;
- (d) marketing (in fish or poultry markets) poultry, game or fish."

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board	Minimum Wage	Hours of Work per Week.	Apprentices.		Improvers.
			WAGES.	Per Week of 52 hours.	
(59.) FISH AND POULTRY—<i>continued.</i>					
Wholesale salesman	70s. 0d.	52			
Foremen having the supervision of four or more workers	65s. 0d.	52			
Rabbit boners	60s. 0d.	52	1st year	12 6	Same as apprentices.
Block hands or pluckers	57s. 6d.	52	2nd year	20 0	
Shop hands	48s. 0d.	52	3rd "	30 0	
All others	50s. 0d.	52	4th "	40 0	
			PROPORTION (BY ANY EMPLOYER). One apprentice to every three or fraction of three workers receiving not less than 48s. per week of 52 hours.		PROPORTION (BY ANY EMPLOYER). One improver to every four or fraction of four workers receiving not less than 48s. per week of 52 hours.

OVERTIME.—Any employee who in any week works for any time in excess of 52 hours shall be paid at the rate of time and a half.

CASUAL WORK.—Casual employees, that is, persons employed during any week for not more than 26 hours, shall be paid at the rate of 1s. 7d. per hour.

SPECIAL RATES.—Double time shall be the rate for all work done on Sundays, and time and a half shall be the rate for all work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, or Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

(60.) FLOUR.*

(Present Determination in force from 12.4.13.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a flour miller."

Class of Persons.	In Mills where the Output of Flour per hour is—						Apprentices.		Improvers.	
	Not exceeding 1,500 lbs.	More than 1,500 lbs. and not more than 3,000 lbs.	More than 3,000 lbs. and not more than 4,000 lbs.	More than 4,000 lbs. and not more than 5,000 lbs.	More than 5,000 lbs. and not more than 6,000 lbs.	More than 6,000 lbs.	WAGES. Per week of 48 hours.		WAGES. Per week of 48 hours.	
		Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.			
Shift millers	60s.	60s.	65s.	65s.	70s.	70s.	1st year's experience ..	10s.	Under 16 years of age .. 14s	
Purifiers, silkmen, or top men	48s.	48s.	48s.	50s.	50s.	52s. 6d.	2nd year's experience ..	15s.	16 years of age .. 17s. 6d.	
Head storemen, i.e., storemen to whom any superintendence is given by the employer	51s.	51s.	51s.	52s.	56s.	56s.	3rd year's experience ..	20s.	17 " " .. 22s. 6d.	
							4th year's experience ..	25s.	18 " " .. 28s.	
							5th year's experience ..	30s.	19 " " .. 35s.	
									20 " " .. 42s.	
Head millers					70s.		PROPORTION (within any place). One apprentice to every three or fraction of three workers engaged and receiving not less than 48s. per week.		PROPORTION (within any place). One improver to every four or fraction of four workers engaged and receiving not less than 48s. per week.	
Millwrights					66s.	48				
Shuttermen					51s.	48				
Men engaged in taking off mill products					48s.	48				
Storehands					48s.	48				
Wheat carriers					72s.	48				
Engine-drivers driving other than steam engines—										
When the engine is less than 150 H.P.					57s.	48				
When the engine is 150 H.P. or more					60s.	48				
All other adult employees					48s.	48				
Persons under 21 years of age (not being apprentices or improvers) employed as—										
Sweepers or bag bradders' assistants					22s. 6d.	48				
Truckers or assistants at general work					30s.	48				
Youths assisting in filling, sowing, weighing, or trucking not more than 2,500 lbs. of flour and bran and pollard per hour					40s.	48				

TIME OF BEGINNING AND ENDING WORK.—Persons engaged in the mill stores—
 Time of Beginning. 7.30 a.m. 12 noon on Saturday (or the day upon which the half-holiday is observed in the trade locally).
 7.30 a.m. 6 p.m. on the other working days of the week.
 Time of Ending.

OVERTIME.—
 (a) *By any person engaged in the mill store.*
 For all work done outside the hours fixed as the times of beginning and ending work—
 For work done between 6 p.m. and 8 p.m. on any of the ordinary working days of the week .. } Time and a quarter.
 For work done between 12 noon and 2 p.m. on Saturday or the day on which the half-holiday is locally observed by the trade }
 For work done between 8 p.m. and 7.30 a.m. on any of the ordinary working days of the week .. } Time and a half.
 For work done after 2 p.m. on Saturday or the day on which the weekly half-holiday is locally observed by the trade }
 For all work done within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week—
 First 10 hours } Time and a quarter.
 Thereafter } Time and a half.
 (b) *By any other person.*
 For all work done in excess of 48 hours in any week—
 First 10 hours } Time and a quarter.
 Thereafter } Time and a half.

* There is a Commonwealth award in this trade, and one also for Carters.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(60.) FLOUR—continued.*

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be paid for all work done on Sundays, Good Friday, Easter Monday, Christmas Day, Boxing Day, New Year's Day, and the 21st day of April, but if any other day be by Act of Parliament or Proclamation substituted for any of the above days the special rate shall only be payable for work done on the day so substituted.

* There is a Commonwealth award in this trade, and also one for Carters.

(61.) FLOUR (COUNTRY).**

(Present Determination in force from 31.8.14.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of the Flour Board) employed in the process, trade, or business of a flour miller."

Class of Persons.	In Mills where the Output of Flour per hour is—					Apprentices.		Improvers.	
	Not more than 3,000 lbs.	More than 3,000 lbs., and not more than 4,000 lbs.	More than 4,000 lbs., and not more than 5,000 lbs.	More than 5,000 lbs., and not more than 6,000 lbs.	More than 6,000 lbs.	WAGES		WAGES.	
	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.		Per week of 48 hours.	
Shift millers	63s.	65s.	65s.	70s.	70s.	1st year	10s.	Under 16 years of age 14s.	
Purifiermon, silkmen, or topmen	51s.	51s.	51s.	51s.	52/6	2nd	15s.	16 years of age .. 17s. 6d.	
Head storemen, i.e., storemen to whom any superintendence is given by the employer ..	51s.	51s.	52s.	56s.	56s.	3rd	20s.	17 " " .. 22s. 6d.	
						4th	25s.	18 " " .. 28s.	
						5th	30s.	19 " " .. 35s.	
								20 " " .. 42s.	
Head millers				70s.	48	PROPORTION (by any employer).		PROPORTION (by any employer).	
Millwrights				66s.	48	One apprentice to every three or fraction of three workers receiving not less than 51s. per week of 48 hours.		One improver to every four or fraction of four workers receiving not less than 51s. per week of 48 hours.	
Wheat carriers				72s.	48				
Engine-drivers driving other than steam-engines—									
When engine is 50 b.h.p. or less ..				57s.	48				
When engine is more than 50 b.h.p. ..				63s.	48				
All other adult employes				51s.	48				
Persons under 21 years of age (other than apprentices or improvers) employed as—									
Sweepers or bag branders' assistants ..			22s. 6d.		48				
Truckers or assistants at general work ..			33s.		48				
Youths assisting in filling, sewing, weighing, or trucking not more than 2,500 lbs. of flour, bran, or pollard per hour ..				40s.	48				

Time of Beginning.

Time of Ending.

TIME OF BEGINNING AND ENDING WORK FOR PERSONS ENGAGED IN MILL STORE

7.30 a.m. 12 noon on Saturdays.
7.30 a.m. 6 p.m. on the other working days of the week.

OVERTIME.—The following rates shall be paid, viz. :—

(a) For persons engaged in the mill store—

For all work done outside the hours fixed as the time of beginning and ending work—

Between 6 p.m. and 8 p.m. on any of the ordinary working days of the week } Time and a quarter.
Between 12 noon and 2 p.m. on Saturday }
Between 8 p.m. and 7.30 a.m. on any of the ordinary working days of the week } Time and a half.
After 2 p.m. on Saturday }

For all work done inside the hours fixed as the time of beginning and ending work in excess of 48 hours in any week—

First 10 hours Time and a quarter.
Thereafter Time and a half.

(b) By any other person—

For all work done in excess of 48 hours in any week—
First 10 hours Time and a quarter.
Thereafter Time and a half.

SPECIAL RATES.—All work done on Sundays, 26th January (Foundation Day), Good Friday, Easter Saturday, Easter Monday, Easter Tuesday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, Boxing Day, and New Year's Day, shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

** There is a Commonwealth award in this trade.

(62.) FUEL AND FODDER †.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

On the 10th September, 1913, this Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in any business or occupation connected with the sale or distribution of coal or coke by any—

- (a) coal importer,
- (b) coal mine owner,
- (c) gas company;

and such power was conferred exclusively on the Coal and Coke Board.

The powers of this Board were originally conferred on the Hay, Chaff, Wood and Coal Board, which has now ceased to exist.

† There is a Commonwealth award for Carters and Drivers in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(62.) FUEL AND FODDER—*continued.*

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the business of a hay, corn, or chaff dealer;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer;
- (c) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal, or coke."

has made the following Determination, namely:—

- (1) That on the 25th day of January, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- (2)

Apprentices or Improvers.		Other Employees.		
WAGES PER WEEK.		WAGES.	Within the Cities of Ballarat and Bendigo, the Town of Ballarat East, and the Boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.
s. d.		s. d.		
Under 17 years of age ..	22 6	Hay, Corn, or Chaff Stores.		
17 years of age ..	30 0	Foreman, <i>i.e.</i> , the man who gives instructions to and is responsible for the work done by not less than four adult employees ..		
18 ..	35 0	Carters driving one horse		
19 ..	40 0	" " two horses		
20 ..	45 0	" And for every additional horse		
Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.		All others		
PROPORTION.		Wood Yards, or Wood, Coal, and Coke (Combined) Yards.		
<i>Apprentices.</i>		Yardman in charge, <i>i.e.</i> , the person for the time being intrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard		
One apprentice to every three or fraction of three workers receiving not less than 5s. per week.		Carters driving one horse		
<i>Improvers.</i>		" " two horses		
One improver to the first four or fraction of four workers and thereafter one improver to each additional ten workers receiving not less than 5s. per week.		" And for every additional horse		
		All others		
		Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal).		
		Carters driving one horse		
		" " two horses		
		" And for every additional horse		
		All others		
		Coke Yards.		
		Carters driving one horse		
		" " two horses		
		" And for every additional horse		
		All others		
		Firewood Saw Mills (i.e., Places where Mechanical Power is used to Saw Firewood).		
		Benchmen		
		Carters driving one horse		
		" " two horses		
		" And for every additional horse		
		All others		

(3) TIME OF BEGINNING AND ENDING WORK—

	Time of Beginning.	Time of Ending.	
		Five days in the Week.	The Day the Half holiday is usually Observed.
Carters	7.30 a.m.	5.40 p.m.	12.30 p.m.
All others	7.30 a.m.	5.30 p.m.	12.30 p.m.

(4) OVERTIME—

(a) Carters.

Outside the time of beginning and ending work as herein fixed }
 Within the time of beginning and ending work in excess of the hours fixed in this Determination as a week's work } Time and a quarter.

(b) All Others.

Between midnight and 7.30 a.m. } Double time.
 At any other time outside the time of beginning and ending work as herein fixed }
 Within the time of beginning and ending work in excess of the hours fixed in this Determination as a week's work } Time and a quarter.

(5) CASUAL LABOUR.—Casual hands, *i.e.*, persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of 1s. 6d. per hour.

(6) SPECIAL RATES.—Time and a half shall be the rate for all work done on Sunday, and double time shall be the rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(7) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

* There is a Commonwealth award for Carters and Drivers in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(63.) FUEL AND FODDER* (COUNTRY).

NOTE.—This Determination applies to the whole of the State outside and excepting the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(a) employed in the business of a hay, corn, or chaff dealer;

(b) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal, or coke,

has made the following Determination, namely:—

(1) That on the 1st day of January, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.		OTHER EMPLOYEES.	
Wages.		<i>Firewood, Saw-mills, &c.</i>	
Under 17 years of age .. 30s. per week.		Benchmen at self-acting benches where only benchman and stacker employed 76s. 6d. per week of 48 hours.	
17 .. 36s. "		Other benchmen 70s. 6d. " 48 "	
18 .. 40s. "		Lumpers 70s. 6d. " 48 "	
19 .. 46s. "		Trolley-men 70s. 6d. " 48 "	
20 .. 53s. "		Skip loaders 70s. 6d. " 48 "	
Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.		Truck loaders of wood 4 feet or over .. 70s. 6d. " 48 "	
PROPORTION.		Waggon or dray loaders 70s. 6d. " 48 "	
<i>Apprentices.</i>		Block stackers 64s. 6d. " 48 "	
One apprentice to every three or fraction of three workers receiving not less than 60s. per week.		Wood cutters 64s. 6d. " 48 "	
<i>Improvers.</i>		Carters driving one, two, or three horses .. 64s. 6d. " 54 "	
One improver to the first three workers, and thereafter one improver to every ten workers receiving not less than 60s. per week.		And 2s. extra per week for every additional horse in excess of three.	
		All others 60s. " 48 "	
		Foreman.—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.	
		Casual hands, i.e., persons employed during any week for not more than one-half the maximum number of hours fixed as a week's work 3d. per hour extra above the ordinary rate.	
		<i>Hay, Corn, or Chaff Stores.</i>	
		Storemen in charge 70s. per week of 52 hours.	
		All others 61s. " 52 "	
		<i>Wood, Coal, or Coke Yards.</i>	
		Yardmen 61s. per week of 50 hours	
		Carters driving one horse 60s. " 52 "	
		" " two horses 62s. 6d. " 52 "	
		And 3s. extra per week for every additional horse.	

(3) OVERTIME.—Any employee who in any week works for any time in excess of the maximum number of hours fixed for a week's work shall be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Time and a half shall be the special rate for all work done on Sundays, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, then the special rate shall be payable only for the day so substituted.

PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

* There is a Commonwealth award for Carters in this trade.

(64.) FURNITURE.*

NOTE.—This Determination applies to the Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any person employed in wholly or partly preparing or manufacturing any article of furniture, or in repairing any new or secondhand article of furniture, usually made or partly prepared by cabinetmakers, chair and couch makers, upholsterers, wood carvers, frenchpolishers, and wood turners," has made the following Determination, namely:—

(1) That, on the 13th day of July, 1918, the last previous Determination of this Board shall be revoked, and replaced by this Determination.

(2)

Apprentices.			Improvers.				Juvenile Workers.			All other Employees.		
WAGES.			WAGES.				WAGES.			WAGES.		
Per week of 48 hours.			Per week of 48 hours.				Per week of 48 hours.			Per week of 48 hours.		
Male.		Female.	Male.		Female.	Male.		Female.	Males.		Female.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year ..	11 0	..	1st year ..	15 0	..	1st year ..	14 0	..	Boult's carver or shaping machine operator ..	73 0	..	
1st 6 months ..	..	10 0	1st 6 months ..	..	14 0	2nd " ..	20 0	..	All other machinists ..	67 0	..
2nd 6 " ..	..	12 6	2nd 6 " ..	..	17 0	3rd " ..	27 6	..	Yardmen, timber stackers, or labourers ..	57 0	..
2nd year ..	16 6	16 0	2nd year ..	20 0	23 0	4th " ..	35 0	..	All others ..	70 0	..	
3rd " ..	22 6	22 6	3rd " ..	30 0	27 0	5th " ..	42 0	..				
4th " ..	27 0	27 6	4th " ..	40 0	..							
5th " ..	32 0	..	5th " ..	47 6	..				Females ..	33 0	..	
6th " ..	40 0	..										

* There is a Commonwealth award for Carters in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(64.) FURNITURE*—continued.
(2)

Apprentices.	Improvers.	Juvenile Workers.	All Other Employees.
<p>PROPORTION (by any employer). <i>Males.</i></p> <p>One male apprentice to every two or fraction of two male workers receiving not less than 57s. per week of 48 hours.</p> <p><i>Females.</i></p> <p>One female apprentice to every female worker receiving not less than 33s. per week of 48 hours.</p> <p>An indenture of apprenticeship prescribed was approved on 3rd February, 1912.</p>	<p>PROPORTION (by any employer). <i>Males.</i></p> <p>One male improver to ten Two male improvers to fifteen Three male improvers to twenty And thereafter one additional male improver to every ten additional</p> <p><i>Females.</i></p> <p>One female improver to the first five female workers receiving not less than 33s. per week of 48 hours; and thereafter one additional female improver to every five additional such workers.</p>		

(3) (a) Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or secondhand article of furniture shall be paid Sixpence per hour in addition to the lowest rate fixed by the Board, unless the following are provided by the employer, if required in the performance of the work:—Benches, wood or iron cramps over 2 ft. 6 in., hand screws (in excess of four), glue pots and glue brushes, and varnish brush.

(b) Any employee engaged at frenchpolishing shall be supplied with all materials, including rags, brushes, and kit-box.

(4) DEFINITION OF A JUVENILE WORKER.—A juvenile worker is a person under 21 years of age (other than an apprentice or any improver) engaged in the following work:—

(a) Operating a sand-papery machine	} In connexion with the manufacture of kitchen chairs, made wholly of wood, or with machine-woven cane seats.
(b) Operating a trapping machine .. .. .	..	..	..	..	..
(c) Operating a pinning machine .. .. .	..	..	..	..	..
(d) Carrying turnery or wood for turnery .. .. .	..	..	..	..	..
(e) Feeding an automatic lathe .. .. .	..	..	..	..	..
(f) Varnishing or staining and .. .. .	..	..	..	..	..
(g) Carrying timber or	} In connexion with the manufacture of furniture.
(h) Looking after glue-pots .. .. .	..	..	..	..	..

(5) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon on the day on which the half-holiday is observed, and
7.30 a.m.	5 p.m. on the other working days of the week.

(6) OVERTIME.—The following rates shall be paid for all work done:—

(a) Outside the hours fixed as the times of beginning and ending work	Time and a half.
(b) Within the hours fixed as the time of beginning and ending work in excess of 48 hours in any week	Time and a half.

(7) CASUAL LABOUR.—Any person casually employed during any week for not more than 24 hours shall be paid at the rate of time and a quarter.

(8) SPECIAL RATES.—Double time shall be the rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

(64.) FURNITURE*—continued.

WOOD MANTELPIECE OR OVERMANTEL (INCLUDING REPAIRS).

NOTE.—This Determination applies to the Metropolitan District as defined in the Factories and Shops Acts: the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

The Furniture Board, which was given power by Order in Council dated 22nd October, 1900, "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the manufacturing processes of a maker of overmantels, and of wood mantelpieces other than wood mantelpieces to be painted, such as are usually made in sawmills," has made the following Determination, namely:—

(1) That on the 10th day of May, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES.	WAGES.	WAGES.	WAGES.
Per Week of 48 hours.	Per Week of 48 hours.	Per Week of 48 hours.	Per Week of 48 hours.
s. d.	s. d.	s. d.	s. d.
1st year 11 0	1st year 15 0	1st year 14 0	Boult's carver or shaping machine operator .. 73 0
2nd year 16 6	2nd year 20 0	2nd year 20 0	Boult's carver or shaping machine operators, who also do other work .. 73 0
3rd year 22 6	3rd year 30 0	3rd year 27 6	All other machinists .. 67 0
4th year 30 0	4th year 40 0	4th year 35 0	Wood turners 70 0
5th year 40 0	5th year 47 6	5th year 42 0	Order men 67 0
PROPORTION (in any Factory or Place).	PROPORTION (in any Factory or Place).		Persons employed solely in fitting up or packing mantelpieces 59 0
One apprentice to every two or fraction of two workers receiving not less than 59s. per week of 48 hours.	1 improver to 10 2 improvers to 15 3 improvers to 20 and thereafter one additional improver to every ten additional	workers receiving not less than 67s. per week of 48 hours.	All others 70 0
An indenture of apprenticeship prescribed was approved on 3rd February, 1912.			

* There is a Commonwealth award for Carters in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(64.) FURNITURE*—*continued.*WOOD MANTELPIECE OR OVERMANTEL (INCLUDING REPAIRS)—*continued.*

(3) Sixpence per hour in addition to ordinary rates shall be paid by the employer unless the following are provided by him (if required in the performance of the work):—Benches, wood or iron cramps over 2 ft. 6 in., band screws in excess of four, glue pots and glue brushes, varnishers' brushes, enamellers' brushes, polishers', grainers', and dulling brushes.

(4) DEFINITION OF A JUVENILE WORKER.—A juvenile worker is a person under 21 years of age (other than an apprentice or an improver) employed carrying timber or looking after glue pots in connexion with the manufacture of wood mantelpieces or overmantels.

(5) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning		Time of Ending	
7.30 a.m.	.. .. .	12 noon	on the day on which the half-holiday is observed, and
7.30 a.m.	.. .. .	5 p.m.	on the other working days of the week.

(6) OVERTIME.—The following rates shall be paid for all work done:—

(a) Outside the hours fixed as the times of beginning and ending work } Time and a half.
 (b) Within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week }

(7) CASUAL LABOUR.—Any person casually employed during any week for not more than 24 hours shall be paid at the rate of time and a quarter.

(8) SPECIAL RATES.—Double time shall be the rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

(64.) FURNITURE*—*continued.*

WIRE MATTRESSES (INCLUDING REPAIRS).

NOTE.—This Determination applies to the Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

The Furniture Board, which was given power by Order in Council dated 22nd October, 1907, to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the manufacturing of mattresses," has made the following Determination regarding wire mattresses, namely:—

(1) That, on the 2nd day of September, 1918, the last previous Determination of this Board for wire mattress making shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.				Juvenile Workers, i.e., Persons under the age of 17 years (not being apprentices or improvers) employed in Painting or Cutting Tin; Staining; Sandpapering; Heating Glue Pots; or receiving and Stacking Timber from the Machines (except Pulling out).	All other Employees.
Wages per Week of 48 hours.				WAGES.	WAGES.
Experience.	Male Apprentices.	Male Improvers.	Female Apprentices or Improvers.	Per Week of 48 hours.	Per Week of 48 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	12 0	16 0	11 0	1st year .. 16 0	Males.
2nd	15 0	19 0	12 0	2nd 21 0	Boult's carver or shaping machine operators .. 73 0
3rd	18 0	22 0	16 6		Buzzer, planing machine, circular saw, band saw, 3 or 4 side planer, tenoning machine, or turning lathe operators .. 67 0
4th	21 0	27 6	17 6		Boring machine operators 64 0
5th	24 0	33 0	22 0		Yardman or labourers engaged in stacking timber 57 0
6th	30 0	39 0	23 0		All others 65 0
7th	35 0	44 0	32 6		Females.
8th	40 0	49 0	34 0		Females 43 0
APPRENTICES.	IMPROVERS.				
PROPORTION (in any factory or place).	PROPORTION (in any factory or place).				
Males.	Males.				
One male apprentice to every two or fraction of two male workers receiving not less than 57s. per week of 48 hours.	One male improver to the first ten, eleven, twelve, thirteen, or fourteen				
Females.	Two male improvers to fifteen, sixteen, seventeen, eighteen, or nineteen				
One female apprentice to every two or fraction of two female workers receiving not less than 43s. per week of 48 hours.	Three male improvers to twenty; and thereafter one additional male improver to every ten additional male				
An indenture of apprenticeship prescribed was approved on 3rd February, 1912.	Females.				
	One female improver to every five female workers receiving not less than 43s. per week of 48 hours.				

* There is a Commonwealth award for Carvers in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(64.) FURNITURE*—*continued.*WIRE MATTRESSES (INCLUDING REPAIRS)—*continued.*

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon on the day on which the half-holiday is observed, and
7.30 a.m.	5.15 p.m. on the other working days of the week.

(4) OVERTIME.—The following rates shall be paid for all work done :—

- (a) Outside the hours fixed as the times of beginning and ending work } Time and a half.
 (b) Within the hours fixed as the time of beginning and ending work in excess of 48 hours in any week }

(5) CASUAL LABOUR.—Any person casually employed during any week for not more than 24 hours shall be paid at the rate of time and a quarter.

(6) SPECIAL RATES.—Double time shall be the rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

(64.) FURNITURE*—*continued.*

BEDDING.

NOTE.—This Determination applies to the Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

The Furniture Board, which was given power, by Order in Council dated 22nd October, 1900, to "determine the lowest prices, or rates which may be paid to any person or persons or classes of persons employed in the manufacturing of bedding," has made the following Determination, namely :—

(1) That, on the 5th day of August, 1918, the last previous Determination of this Board for bedding hands shall be revoked, and replaced by this Determination.

(2)

Apprentices and Improvers.			Juvenile Workers.		All other Employees.	
WAGES.	Per Week of 48 hours.		WAGES.	Per week of 48 hours.	WAGES.	Per week of 48 hours.
	Male.	Female.					s. d.
1st six months	12 0	11 0	Male persons under 18 years of age (other than apprentices or improvers) employed solely in teasing bedding materials—		Male bedding hands, including repairers	66 0
2nd six months	14 0	14 0	1st year	17 6	Female bedding hands, including repairers	33 0
3rd six months	19 0	16 6	2nd year	23 0		
4th six months	23 0	16 6	3rd year	29 0		
5th six months	25 6	23 0	and thereafter	57 0		
6th six months	31 0	23 0				
7th six months	33 0	27 6				
8th six months	39 0	30 0				
9th six months	45 0	..				
10th six months	50 0	..				
PROPORTION (within any factory or place)						
<i>Apprentices.</i>						
One male apprentice to every two or fraction of two male workers receiving not less than 66s. per week of 48 hours.						
One female apprentice to every female worker receiving not less than 33s. per week of 48 hours.						
<i>Improvers.</i>						
One male improver to every five male workers receiving not less than 66s. per week of 48 hours.						
One female improver to every five female workers receiving not less than 33s. per week of 48 hours.						
An indenture of apprenticeship prescribed was approved on 3rd February, 1912.						

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon on the day on which the half-holiday is observed, and
7.30 a.m.	5.15 p.m. on the other working days of the week.

* There is a Commonwealth award for Carters in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(64.) FURNITURE*—*continued.*BEDDING—*continued.*

(4) OVERTIME.—The following rates shall be paid for all work done :—

- (a) Outside the hours fixed as the times of beginning and ending work } Time and a half.
 (b) Within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week .. }

(5) CASUAL LABOUR.—Any person casually employed during any week for not more than 24 hours shall be paid at the rate of time and a quarter.

(6) SPECIAL RATES.—Double time shall be the rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

(64.) FURNITURE*—*continued.*

PLANNING CARPETS, ETC.

NOTE.—This Determination applies to the Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sand.ingham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Furniture Board, which was given power by a Resolution passed in February, 1909, by both Houses of Parliament "to determine the lowest prices or rates which may be paid to female workers employed as upholstresses, whether as carpet hands, table hands, or drapery hands, also to male persons employed in planning and laying carpets or linoleums or floor cloths or fixing draperies," has made the following Determination regarding such persons, namely :—

(1) That on the 27th day of June, 1918, the last previous Determination of this Board for planning carpets, &c., shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.					ALL OTHER EMPLOYEES.			
	Wages per week of 48 hours.				WAGES.			
	Males.		Females.		Males.			
	Apprentices or Improvers.		Apprentices.	Improvers.			Per week of 48 hours.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
1st six months	12	0	11	0	75	0	75	0
2nd	15	0	14	0	17	6	17	6
3rd	17	6	16	6	22	6	22	6
4th	20	0	16	6	24	0	24	0
5th	23	6	23	0	26	0	26	0
6th	28	6	23	0	29	0	29	0
7th	33	6	27	6	..	..	..	..
8th	40	0	30	0	..	..	..	..

APPRENTICES.	
One male apprentice to one, two, or three	} Male workers receiving not less than £3 10s. per week of 48 hours.
Two male apprentices to four	
And thereafter one additional male apprentice to every two	
One female apprentice to every female worker receiving not less than 33s. per week of 48 hours.	

IMPROVERS.	
One male improver to every five male workers receiving not less than 70s. per week of 48 hours.	
One female improver to every five female workers receiving not less than 33s. per week of 48 hours.	
An indenture of apprenticeship prescribed was approved on 3rd February, 1912.	

(3) TIME OF BEGINNING AND ENDING WORK—	
Time of Beginning.	Time of Ending.
7.30 a.m.	1 p.m. on the day on which the half-holiday is observed, and
7.30 a.m.	6 p.m. on the other working days of the week.

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.

Time of Ending.

7.30 a.m. 1 p.m. on the day on which the half-holiday is observed, and

7.30 a.m. 6 p.m. on the other working days of the week.

(4) OVERTIME.—The following rates shall be paid for all work done :—

- (a) Outside the hours fixed as the times of beginning and ending work } Time and a half.
 (b) Within the hours fixed as the time of beginning and ending work in excess of 48 hours in any week .. }

(5) TRAVELLING RATES.—Any employee who works away from his employer's place of business shall for time occupied in travelling between the employer's place of business and work be paid *pro rata* at the following rates :—

- (a) Outside the hours fixed in Clause (3) .. Time and a half.
 (b) Within the hours fixed in Clause (3) .. The rates fixed in Clause (2).

(6) CASUAL LABOUR.—Any person casually employed during any week for not more than 24 hours shall be paid at the rate of time and a quarter.

(7) SPECIAL RATES.—Double time shall be the rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

* There is a Commonwealth award for Carters in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(65.) FURNITURE DEALERS.*

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the business of a seller of furniture or floor coverings," has made the following Determination, namely:—

(1) That on the 16th day of September, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.							Juvenile Workers, i.e., Persons under 21 years of age (other than Apprentices or Improvers) employed in Parcels Office or as Porters, Messengers, or Sweepers.	Other Employees.					
Wages per Week of 48 Hours.									Wages per Week of 48 Hours.	Wages per Week of 48 Hours.			
Experience.	Commencing Age.												
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	s. d.	s. d.					
Males—							15 years of age or under ..	11 6	MALES. Salesmen— 21 years of age 42 6 22 " " 48 0 23 " " 52 0 24 " " 60 0 25 " " or over 72 6 Storemen (i.e., persons 21 years of age or over who have charge of stores, and of the receiving and distribution of goods, and who have charge of two or more adult persons) 65 0 Packers 55 0 Porters 50 0 FEMALES. Saleswomen— 21 years of age 40 0 22 " " 48 0 23 " " or over 57 6				
1st year—							16 years of age	15 6					
1st 6 months	11	6	11	6	14	6	16	6		20	0		
2nd 6 months	11	6	11	6	14	6	16	6		27	6		
2nd year—							17 " "	20 0					
1st 6 months	15	6	16	6	22	0	27	6		22	0	32	6
2nd 6 months	15	6	16	6	22	0	27	6		30	0	37	6
3rd year—							18 " "	26 6					
1st 6 months	20	0	23	0	30	0	37	6		37	6	45	0
2nd 6 months	20	0	23	0	30	0	37	6		42	6	48	0
4th year ..	26	6	31	0	37	6	19 " "	33 0					
5th year ..	33	0	37	6	20 " "	40 0							
6th year ..	37	6											
Females—													
1st year—													
1st 6 months	8	0	11	0	14	0	15	0	17	6			
2nd 6 months	8	0	11	0	14	0	15	0	20	0			
2nd year—													
1st 6 months	12	0	15	0	18	6	20	0	20	0	22	6	
2nd 6 months	12	0	15	0	18	6	20	0	20	0	25	0	
3rd year—													
1st 6 months	16	0	18	6	22	6	23	0	23	0	27	6	
2nd 6 months	16	0	18	6	22	6	23	0	23	0	30	0	
4th year ..	18	6	22	6	25	0							
5th year ..	22	6	25	0									
6th year ..	25	0											

PROPORTION (within any shop).

APPRENTICES.

Males.

One male apprentice to every three or fraction of three male workers receiving not less than 42s. 6d. per week.

Females.

One female apprentice to every three or fraction of three female workers receiving not less than 40s. per week.

An indenture of apprenticeship prescribed was approved on 12th July, 1912.

IMPROVERS.

Males.

One male improver to every two or fraction of two male workers receiving not less than 72s. 6d. per week.

Females.

One female improver to every two or fraction of two female workers receiving not less than 57s. 6d. per week.

(3) CASUAL LABOUR.—Casual employees, i.e., persons employed during any week for not more than one-half the maximum numbers of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a half.

(4) OVERTIME.—Any employee who in any week works for any time in excess of the maximum number of hours fixed for a week's work shall be paid for such extra time at the rate of time and a half.

(5) SPECIAL RATE FOR PUBLIC HOLIDAYS.—Double time shall be paid for all work done on New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), King's Birthday, Christmas Day, and Boxing Day. If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

* There is a Commonwealth award for Carters in this trade.

(66.) GARDENERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; and the cities of Ballarat, Bendigo, Geelong and Warrnambool.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed by a nurseryman or master gardener, other than a market gardener, in the business or occupation of a nurseryman or master gardener other than a market gardener," has made the following Determination, namely:—

(1) That on 4th day of January, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(66.) GARDENERS—continued.

(2)

Apprentices.		Improvers.		Juvenile Workers, i.e., persons under 16 years of age (not being apprentices or improvers) employed by a Nurseryman in running messages, waiting on workmen, or cleaning up.	Other Employees.		
WAGES.		WAGES.		WAGES.		WAGES.	
	Per week of 48 hours.		Per week of 48 hours.		Per week of 48 hours.		Per week of 48 hours.
1st year's experience	.. 11s.	1st year's experience	.. 15s.	1st year	.. 10s.	(a) Master Gardeners' Employees.	
2nd "	.. 13s.	2nd "	.. 17s. 6d.	2nd "	.. 12s. 6d.	Foremen gardeners in charge of two or more employes .. 64s.	
3rd "	.. 17s. 6d.	3rd "	.. 22s. 6d.			Gardeners .. 61s.	
4th "	.. 21s.	4th "	.. 30s.			Gardeners' labourers .. 58s.	
5th "	.. 30s.	5th "	.. 35s.			(b) Nursery Employees.	
		6th "	.. 40s.			Propagators in charge of one or more employes 66s.	
		7th "	.. 48s.			General nursery hands 60s.	
						Nursery labourers .. 54s.	
PROPORTION.		PROPORTION.					
One apprentice to every three or fraction of three workers receiving not less than 5s. per week of 48 hours.		One improver to every three or fraction of three workers receiving not less than 5s. per week of 48 hours.					

Time of Beginning, not earlier than—

Time of Ending work, not later than—

(3) TIME OF BEGINNING AND ENDING WORK { 7.30 a.m. .. 12 noon on Saturdays (or the day on which the half-holiday is locally observed).

7.30 a.m. .. 6 p.m. on the other working days of the week.

(4) OVERTIME shall be paid for as follows:—(a) *Master Gardeners' Employees*—For work done outside the hours specified as the times of beginning and ending work, time and a half, and for work done within such hours in excess of 48 hours in any week, time and a quarter.

(b) *Nursery Employees*.—For work done outside the hours specified as the times of beginning and ending work and for work done within such hours in excess of 48 hours in any week, time and a quarter. Provided that the time occupied in airing, firing, shading, or watering on Saturday after 12 noon or on Sunday (not exceeding three hours) shall not be regarded as overtime, but shall be paid for at ordinary rates.

(5) SPECIAL RATES FOR PUBLIC HOLIDAYS.—Time and a half shall be the special rate of payment payable to any employe for work (other than airing, firing, shading, or watering (not exceeding three hours) on the undermentioned public holidays (that is to say):—New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

(67.) GASMETER.*

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts: the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of making or repairing gas meters."

(1) That on the 29th day of March, 1917, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.			
WAGES.				WAGES.			
			Per week of 48 hours.				Per week of 48 hours.
1st year—			10s.	Foremen in charge of five or more men—			
1st six months	..	..	..	1st year's experience as such	..	..	82s.
2nd "	..	..	..	Thereafter	..	..	90s.
2nd year	..	..	..	Meter makers or repairers	..	..	72s.
3rd year	..	..	..	Prepayment meter attachment maker	..	..	72s.
4th year	..	..	..	Caster of gratings and covers	..	..	72s.
5th year	..	..	..	Head tester (where four or more other testers are employed)	..	..	78s.
			45s.	Other testers	..	..	69s.
PROPORTIONS (within any place).				Leading diaphragm tier (where two or more other diaphragm tiers are employed)			
<i>Apprentices.</i>				Other diaphragm tiers			
One apprentice to every three or fraction of three workers receiving not less than 60s. per week of 48 hours.				Diaphragm cutter			
<i>Improvers.</i>				Rim, disc, or prepayment meter cash-boxmakers			
One improver to every three or fraction of three workers receiving not less than 60s. per week of 48 hours.				All others			
NOTE.—An indenture of apprenticeship prescribed was approved on 24th February, 1914.							

Time of Beginning.

Time of Ending.

(3) TIME OF BEGINNING AND ENDING WORK { 7.30 a.m. .. 12 noon on Saturdays, and .. 5.15 p.m. on the other working days of the week.

(4) OVERTIME.—All work done outside the hours fixed as the times of beginning and ending work, or within such hours in excess of 48 hours in any week, shall be paid for at the rate of time and a half.

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on Sunday, Good Friday, Christmas Day, or Eight Hours Day (21st April), shall be paid for at the rate of double time, and on New Year's Day, Foundation Day (26th January), Easter Saturday, Easter Monday, King's Birthday (3rd June), or Boxing Day, at the rate of time and a half, but if any other day be, by Act of Parliament or Proclamation, substituted for any of the above-named holidays, the special rate shall be only payable for work done on the day so substituted.

(6) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

* There is a Commonwealth award in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(68.) GLASSWORKERS.* (Present Determination in force from 29.11.09.)				

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of (a) glass-blowers; (b) glass moulders; (c) a maker of all kinds of glass utensils (except cut-glass utensils), including glass bottles, glass jugs, glass globes, tumblers, salt cellars, and vials."

MALES—			APPRENTICES IN GLASS BOTTLE FACTORIES.	
	Minimum Wage.	Hours of Work per Week.	WAGES.	WAGES.
Engine-drivers (1st class) and boiler attendants	60s.	60		Same as apprentices.
Yardmen employed emptying coal trucks or trimming coal..	48s.	48	For the 1st year's experience, half his earnings on piece-work	
Labourers	36s.	48	For the 2nd year's experience, half his earnings on piece-work	
Blacksmiths	50s.	48	For the 3rd year's experience, half his earnings on piece-work	
Foreman sorters	42s.	48	For the 4th year's experience, half his earnings on piece-work	
Sorters	36s.	48	For the 5th year's experience, half his earnings on piece-work	
Gas furnacemen (with two or more producers)	52s. 6d.	60	And thereafter either the wages or piece-work rates provided by the Determination.	
Night furnacemen on box tanks	52s. 6d.	60		
Furnacemen working oil tanks and gas tanks with one producer	38s. 6d.	60		
Teasers	33s.	48		
Warehousemen, i.e., light labourers.. ..	30s.	48		
Firemen's assistants	33s. 9d.	60		
Lehrmen	36s.	48		
Turners and fitters	58s.	48		
Lathe workers	42s.	48		
Persons employed repairing wind pipes and other work of a similar character	39s.	48		
Pipe-menders	40s.	48		
				PROPORTION OF IMPROVERS IN GLASS BOTTLE FACTORIES.
				One improver to every six persons or fraction thereof receiving the prices or rates provided in the Determination for adult males or piece-work.

When bottles are blown English system, and are finished at glory hole, they will be classed on the block and plate system, Bottle makers unable to blow bottles of a merchantable quality under this or the Anglo-German system are to be paid 10s. per shift not exceeding 8½ hours.

FLINT GLASS FACTORIES.			APPRENTICES IN FLINT GLASS FACTORIES.	
	Minimum Wage.	Hours of Work per Week.	WAGES.	WAGES.
ADULT MALES—				
Castor place makers (i.e., persons employed making the following articles, viz., Gas or Electric Globes, Kerosene Globes of all descriptions, Fish Globes, Fancy Show Jars, Cake Covers and Standa, Roof Lamps, Rolling Pins, Illuminators, Eclipse or W.B. Rowatt's, Rowatt's Venus, Hurricanes, Sun Hinge, Propagating Glasses, Smoke Shades, Common Confectioners' Jars, Mammoth Rochesters, Local Cells, and Battery Jars)	70s.	48	For the 1st year's experience, 8s. per week of 48 hours	For the 1st year's experience, 9s. per week of 48 hours
			For the 2nd year's experience, 10s. per week of 48 hours	For the 2nd year's experience, 13s. per week of 48 hours
			For the 3rd year's experience, 15s. per week of 48 hours	For the 3rd year's experience, 17s. per week of 48 hours
			For the 4th year's experience, 20s. per week of 48 hours	For the 4th year's experience, 21s. per week of 48 hours
			For the 5th year's experience, 25s. per week of 48 hours	For the 5th year's experience, 25s. per week of 48 hours
			And thereafter either the wages or piece-work rates provided by the Determination.	For the 6th year's experience, 30s. per week of 48 hours
				For the 7th year's experience, 36s. per week of 48 hours
				And thereafter either the wages or piece-work rates provided by the Determination.
Castor place blowers (i.e., persons working on globes of every description, including incandescent of all sizes, Electric, Gas, Eclipse, or W.B., Eclipse or Rowatt's, Rowatt's Venus, Anucapnic, Hurricanes, Sun Hinge, Ship's Vestibule, Kerosene, Fish, also Propagating Glasses, Smoke Shades, Confectioners' Show Glasses, Cake Covers and Stands, Mammoths (both sizes), Bun Jars, Roof Lamps, Local Cells or Battery Jars, Rolling Pins, Whisky Barrels, and Illuminators)	57s. 6d.	48		
				PROPORTION OF IMPROVERS IN FLINT GLASS FACTORIES.
				Five improvers to every four persons receiving the prices or rates provided in the Determination for adult males or piece-work.

* There is a Commonwealth agreement in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Board.	Minimum Wage.	Hours of Work per Week.
(68.) GLASSWORKERS*— <i>continued.</i>			(68.) GLASSWORKERS— <i>continued.</i>		
FLINT GLASS FACTORIES— <i>continued.</i>			FLINT GLASS FACTORIES— <i>continued.</i>		
ADULT MALES— <i>continued.</i>			ADULT MALES— <i>continued.</i>		
1st class chimney and general work makers (i.e., persons working on Banner Rochesters, No. 1 Rochester, Junior Rochesters, Little Royals, Duplex Cone Comets, Tramways, Manhattans, Wonder, Wizard, Marvels, Barrel Mugs, Custard Glasses, Jugs, Lighthouse, Sun Hinge, Firesides, Argands, Hickocks, Incandescent, Smoke Bells, Rain Gauges (all sizes), Milk Testers, Covers, Cylinders, Lubricators, Caraffles and Upps, Tankard Mugs, Tumblers, Battery Jars, and No. 2 Rochester)	60s.	48	2nd class mould blowers (i.e., persons working on Banner Rochesters, No. 1 Rochester, Junior Rochesters, Little Royals, Duplex Cone Comets, Tramways, Manhattans, Wonder, Wizard, Marvels, Barrel Mugs, Custard Glasses, Jugs, Lighthouse, Sun Hinge, Firesides, Argands, Hickocks, Incandescent, Smoke Bells, Rain Gauges, Milk Testers, Covers, Cylinders, Lubricators, Caraffles and Upps, Tankard Mugs, Tumblers, Battery Jars, and Jam Jars)	50s.	48
1st class chimney and general work blowers (hand work), (i.e., persons working on Banner Rochesters, No. 1 Rochester, Junior Rochesters, Little Royals, Duplex Cone Comets, Tramways, Manhattans, Wonder, Wizard, Marvels, Barrel Mugs, Custard Glasses, Jugs, Lighthouse, Sun Hinge, Firesides, Argands, Hickocks, Incandescent, Smoke Bells, Rain Gauges, Milk Testers, Covers, Cylinders, Lubricators, Caraffles and Upps, Tankard Mugs, Tumblers, Battery Jars, and No. 2 Rochesters) ..	48s.	48	3rd class mould blowers (i.e., persons working on all kinds of Flange, Slip, Crimp, Bulge, Straight Comets, Hornets, Stella, Gem, Gom Brackets, Magic, Nutmegs, Little Harry, and Bismark Chimneys) ..	42s.	48
2nd class chimney-makers (hand work), (i.e., persons working on all kinds of Flange, Slip, Crimp, Bulge, Straight Comets, Hornets, Stella, Gem, Gom Brackets, Magic, Nutmegs, Little Harry, and Bismark Chimneys)	51s.	48	GENERAL WORKERS.		
2nd class chimney blowers (hand work), (i.e., persons working on all kinds of Flange, Slip, Crimp, Bulge, Straight Comets, Hornets, Stella, Gem, Gom Brackets, Magic, Nutmegs, Little Harry, and Bismark Chimneys)	42s.	48	(a) Boys (other than apprentices or improvers) working inside a glass bottle factory—		
Firemen	42s.	58	Takers in at a lehr	12s.	48
Packers of flint glassware	40s.	48	" " kiln	12s.	48
Sand blasters	40s.	48	Wettors off (1st 6 months) ..	16s. 6d.	48
Potmakers	52s.	58	" (2nd 6 months)	18s.	48
1st class mould blowers (i.e., persons working on Globes of every description, including Incandescents of all sizes, Electric, Gas, Eclipse or W.B., Eclipse or Rowatt's, Rowatt's Venus, Anacaptic, Hurricane, Sun Hinge, Ship's Vestibule, Kerosene, Fish, Propagating Glasses, Smoke Shades, Confectioners' Show Glasses, Cake Covers and Stands, Mammoths (both sizes), Bun Jars, Roof Lamps, Local Cells or Battery Jars, Rolling Pins, Whisky Barrels, No. 2 Rochester, and Illuminators)	57s. 6d.	48	" (3rd 6 months)	20s.	48
			" thereafter	22s. 6d.	48
			Snappers up	15s. 6d.	48
			Pullers off	15s. 6d.	48
			Mould shutters	15s. 6d.	48
			(b) Boys (other than apprentices or improvers) working outside a glass bottle factory—		
			14-15 years of age	8s.	48
			15-16 "	10s.	48
			16-17 "	12s.	48
			17-18 "	15s.	48
			18-19 "	17s. 6d.	48
			19-20 "	21s.	48
			20-21 "	25s.	48
			FLINT GLASS FACTORIES.		
			(a) Boys and girls employed on finishing chimneys in flint glass factories by machinery—		
			14-15 years of age	7s. 6d.	48
			15-16 "	10s.	48
			16-17 "	12s. 6d.	48
			17-18 "	15s.	48
			18-19 "	17s. 6d.	48
			19-20 "	20s.	48
			20-21 "	22s. 6d.	48
			(b) Boys and girls washing, labelling, and wrapping chimneys in flint glass factories—		
			14-15 years of age	7s. 6d.	48
			15-16 "	8s. 6d.	48
			16-17 "	10s.	48
			17-18 "	12s. 6d.	48
			18 years of age and over ..	15s.	48
			(c) Persons (other than apprentices or improvers) employed in flint glass factories—		
			14-15 years of age	8s.	48
			15-16 "	11s.	48
			16-17 "	15s.	48
			17-18 "	20s.	48
			18-19 "	23s.	48
			19-20 "	27s.	48
			20-21 "	30s.	48

OVERTIME.—Any male person over the age of sixteen years who works for more than 48 hours per week shall be paid for such extra time at the rate of time and a quarter.

PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

* There is a Commonwealth agreement in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(69.) GROCERS.

NOTE.—This Determination applies to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business of a grocer, including a seller of tea," has made the following Determination, namely:—

(1) That on the 27th May, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.	
WAGES.	Per week of 48 hours.	s. d.		
Under 15 years of age	12	6	Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager	80s. per week of 48 hours
15 years of age	17	6	Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wine or spirits	80s. " 48 "
16 "	25	0	Canvasser, i.e., an employee soliciting or collecting orders	65s. " 48 "
17 "	30	0	Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	65s. " 51 "
18 "	37	6	Driver of motor vehicle with a carrying capacity of over 25 cwt.	70s. " 51 "
19 "	45	0	Carter, driving two horses	65s. " *51 "
20 "	50	0	Carter, driving one horse	60s. " *51 "
Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.			Stableman	60s. " 51 "
PROPORTION (IN ANY SHOP OR PLACE).			All others—	
Apprentices.			21 years of age	55s. " 48 "
One apprentice to every three or fraction of three workers receiving not less than 55s. per week of 48 hours.			22 "	60s. " 48 "
An amended indenture of apprenticeship prescribed was approved of on 9th August, 1918.			23 " or over	65s. " 48 "
Improvers.			* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses.	
One improver to the first two employees, and thereafter one improver to every three employees receiving not less than 65s. per week of 48 hours.				

(3)

TIMES OF BEGINNING AND ENDING WORK.

	Carters or Motor Drivers.		All others except Stablemen.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
On the day of the usual half-holiday	8.10 a.m.	1 p.m.	8.40 a.m.	1 p.m.
On the usual local late trading night or on the night previous to a public holiday	8.10 a.m.	7 p.m.	8.40 a.m.	9 p.m.
On the other working days of the week	8.10 a.m.	6.30 p.m.	8.40 a.m.	6 p.m.

(4) OVERTIME.

The following rates shall be paid for overtime:—

Stableman—

For all work done in excess of 51 hours

All others—

Outside the hours fixed in Clause 3

Within the hours fixed in Clause 3 in excess of the number of hours as fixed for a week's work } Time and a half.

(5) CASUAL LABOUR.

Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of time and a half, provided such payment shall not in any week exceed the ordinary weekly wage as fixed in this Determination.

(6) SPECIAL RATES.

Time and a half shall be the special rate payable for all work done on Sunday, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, Boxing Day, New Year's Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(70.) GROCERS' SUNDRIES*. (Present Determination in force from 21.9.16.)				
This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of manufacturing (except in Flour Mills) cereal foods, condiments, spices, coffee, chicory, or cocoa."				
MALES.			WAGES (per week of 48 hours).	
Miller (i.e., person in charge of one or more grinding departments)	63s. 6d.	48	Under 16 years of age	Males. Females.
Roaster	63s. 6d.	48	15 years of age	15s. .. 13s.
Mixer or blender (i.e., person in charge of one or more mixing or blending departments)	57s. 6d.	48	16 years of age	18s. 6d. .. 14s.
Stone dresser	60s.	48	17 "	24s. .. 17s.
Kilnman	57s. 6d.	48	18 "	28s. 6d. .. 19s.
Mill assistant (i.e., person working under the direction of a miller who supervises the running of grinding, rolling, or cleaning machines)	57s. 6d.	48	19 "	35s. 22s. 6d.
Storeman in charge of 1, 2, 3, 4, 5, or 6 storemen	58s.	48	20 "	40s. 25s. 6d.
Storeman in charge of 7 or more storemen	63s.	48	} Same as apprentices.	
Packer (i.e., person casing orders for despatch)	57s.	48	PROPORTION (within any factory or place).	
Packer in charge of 5 or more packers	58s. 6d.	48	Males.	
Men not otherwise provided for	55s.	48	One male apprentice to every three or fraction of three male workers receiving 55s. per week.	
FEMALES.			Females.	
Forewoman in charge of 5, 6, 7, 8, 9, 10, 11, or 12 workers	37s. 6d.	48	One female apprentice to every three or fraction of three female workers receiving 28s. per week.	
Forewoman in charge of 13 or more workers	42s. 6d.	48	PROPORTION (within any factory or place).	
Females not otherwise provided for	28s.	48	Males.	
			One male improver to every four or fraction of four male workers receiving 55s. per week.	
			Females.	
			One female improver to every four or fraction of four female workers receiving 28s. per week.	

* There is a Commonwealth award in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(70.) GROCERS' SUNDRIES*—				
<i>continued.</i>				
JUVENILE WORKERS.				
Persons under the age of 21 (other than apprentices or improvers) employed in filling, weighing, closing, wrapping, labelling or casing packets, tins, bottles, or bags for stock, or assisting in the manufacture of macaroni, vermicelli, or Italian paste—				
	Males.	Females.		
1st 6 months ..	13s. ..	13s. ..	48	
2nd " ..	14s. ..	14s. ..	48	
2nd year ..	18s. ..	17s. ..	48	
3rd " ..	21s. ..	19s. ..	48	
4th " ..	25s. ..	22s. 6d. ..	48	
5th " ..	31s. ..	25s. 6d. ..	48	
6th " ..	35s. ..	.. ..	48	

OVERTIME.—Any time worked in excess of 48 hours in any week shall be paid for at the rate of time and a half.

CASUAL LABOUR.—Time and a quarter shall be the special rate for all casual employees, i.e., persons who are employed during any week for not more than one half the maximum number of hours fixed in this Determination as a week's work.

SUNDAYS AND PUBLIC HOLIDAYS.—Time and a half shall be the special rate for all work done on Sundays, New Year's Day, the 26th day of January, the 21st day of April, Good Friday, Easter Monday, King's Birthday, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

PIECE-WORK.—This Board has determined that the employer may fix piece-work prices to be based on the wages rates determined

* There is a Commonwealth award in this trade.

(71.) GROCERS* (WHOLESALE).

NOTE.—(a) On the 23rd December, 1912, the powers of the Wholesale Grocers Board were extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

(b) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the *Factories and Shops Act 1915* the Special Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the business of a wholesale grocer, including a seller of tea," has made the following Determination, namely:—

(1) That on the 16th May, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.				ALL OTHER EMPLOYEES.							
				Wages per week of 48 hours.					Wages per week of 48 hours.		
				s. d.					s. d.		
Under 16 years of age	14	0	Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits .. .. .	..	..	80	0	
16 years of age	18	6	Packers in charge of 10 or more persons .. .. .	..	..	80	0	
17 " "	25	0	Packers in charge of 6, 7, 8, or 9 persons .. .. .	..	..	70	0	
18 " "	34	0	Packers in charge of 1, 2, 3, 4, or 5 persons .. .. .	..	..	68	0	
19 " "	40	0	Storeman in charge of 10 or more storemen .. .. .	..	..	90	0	
20 " "	50	0	Storeman in charge of 6, 7, 8, or 9 storemen .. .. .	..	..	80	0	
PROPORTION (IN ANY PLACE).											
<i>Apprentices.</i>											
One apprentice to every three or fraction of three workers receiving not less than 64s. per week of 48 hours.											
<i>Improvers.</i>											
One improver to one or two and thereafter one improver to every three or fraction of three workers receiving not less than 64s. per week of 48 hours.											

(3) TIMES OF BEGINNING AND ENDING WORK—

Times of Beginning. Not earlier than—	Times of Ending. Not later than—	
7.30 a.m. ..	12.15 p.m. ..	On Saturday, or the day on which the weekly half-holiday is observed.
7.30 a.m. ..	5.30 p.m. ..	On the other working days of the week.

(4) OVERTIME.—The following rates shall be paid for all work done:—

Outside the times of beginning and ending work	} Time and a half.
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week	

(5) CASUAL LABOUR.—Any person casually employed during any week for not more than 24 hours shall be paid at the rate of time and a half.

(6) SPECIAL RATES.—Double time shall be the special rate for all work done on Sundays, New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, then the special rate shall be payable only for the day so substituted.

* There is a Commonwealth award in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.				Improvers				
(72.) HAIRDRESSERS.											
(Present Determination in force from 24.12.16.)											
This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the business of a hairdresser, or barber, or wig maker, or other workers of hair."											
			WAGES.				WAGES.				
				Males.	Females.		Males.	Females.			
			£	s.	d.	£	s.	d.	£	s.	d.
Chairworkers (male or female) in men's hairdressing saloons ..	60s.	52	1st year	0	5	0			
All other males ..	70s.	52	1st 6 months	0	5	0	..			
All other females ..	37s. 6d.	48	2nd 6 months	0	7	6	..			
			2nd year	0	12	6	0	10	0	
			3rd year	1	0	0	0	15	0	
			4th year	1	7	6	1	0	0	
			5th year	1	17	6	..			
			NUMBER.				NUMBER.				
			MALES.				MALES.				
			One male apprentice to every three or fraction of three male workers receiving not less than 60s. per week of 52 hours.				One male improver to every eight male workers receiving not less than 60s. per week of 52 hours.				
			FEMALES.				FEMALES.				
			Two female apprentices to every person receiving not less than the minimum wage.				One female improver to every eight persons receiving not less than the minimum wage.				

OVERTIME.—Any employee who works for any time in excess of the maximum number of hours fixed for a week's work shall be paid for such extra time at the rate of 3s. per hour.

CASUAL EMPLOYEES, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of 1s. 9d. per hour.

SPECIAL RATES.—Treble time shall be paid for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), and Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

An Indenture of Apprenticeship prescribed was approved on 12.12.11.

(73.) HAM AND BACON CURERS*

(Present Determination in force from 3.8.14.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer."

	WAGES.		WAGES.	
Curing Department—			Improvers commencing work at the trade under 16 years of age—	
First man ..	67s. 6d.	48	Per week of 48 hours.	
First assistant ..	58s.	48	1st year ..	.. 20s.
Other assistants ..	54s.	48	2nd year ..	.. 25s.
Cutting Department—			3rd year ..	.. 32s. 6d.
First man ..	67s. 6d.	48	4th year ..	.. 45s.
Assistants ..	60s.	48		
Lard and Tallow Department—			Improvers commencing work at the trade at 16 years of age—	
First man ..	62s. 6d.	48	Per week of 48 hours.	
Assistants ..	51s.	48	1st year ..	.. 12s. 6d.
Refrigerating Department—			2nd year ..	.. 17s. 6d.
First man ..	62s. 6d.	48	3rd year ..	.. 25s.
Assistants ..	57s.	48	4th year ..	.. 35s.
Slaughtering Department—			5th year ..	.. 45s.
First man ..	67s. 6d.	48	Improvers commencing work at the trade at 17 years of age—	
Assistants (including stickers, scalders, openers, shavers, backers, and splitters) ..	60s.	48	Per week of 48 hours.	
Small Goods Department—			1st year ..	.. 15s.
First man ..	67s. 6d.	48	2nd year ..	.. 20s.
Assistants ..	55s.	48	3rd year ..	.. 25s.
Smoke Filling, Rolling, and Trimming Department—			4th year ..	.. 35s.
First man ..	62s. 6d.	48	5th year ..	.. 45s.
Rollers and trimmers ..	60s.	48		
Smoke fillers ..	51s.	48		
Casers ..	56s. 6d.	48		
Casing cleaners ..	63s.	48		

* There is a Commonwealth award in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(73.) HAM AND BACON CURERS*—				
<i>continued.</i>				
General hands, i.e., persons employed at any two or more of the following classes of work, viz.:—Curing, cutting up, killing, rolling, smoking, trimming, or assistant small goods man's work	60s.	48	PROPORTION (in any place). One apprentice to every three or fraction of three workers receiving not less than 48s. per week.	Improvers commencing work at the trade at 18, 19, or 20 years of age— Per week of 48 hours.
Ham baggers	53s.	48		1st year 17s. 6d.
Packers	51s.	48		2nd year 22s. 6d.
Washers	51s.	48		3rd year 30s.
Yardmen	51s.	52		4th year 40s.
All others	48s.	48		PROPORTION (in any place). One improver to the first three or fraction of three workers, and thereafter one to every three additional workers receiving not less than 48s. per week.

DEFINITIONS.—(a) "First man" shall mean the man in charge of a department, and responsible for the work of it, whether employed alone or with others under his direction.

(b) "First assistant" shall mean the man employed to assist the first man of a department where a first man is employed.

(c) "Assistants" shall mean those employed in a department working under the direction of a first man or first assistant.

CASUAL LABOUR (now defined by section 141, sub-section (4), Act 2650, as work during any week for not more than one-half the maximum number of hours fixed by the Board).—Any person employed on casual work shall be paid at the rate of time and a third.

TIME OF BEGINNING AND ENDING WORK.—For persons other than those in the refrigerating department or yardmen—

Time of Beginning.

7 a.m.

7 a.m.

Time of Ending.

5.30 p.m. on each of five days of the week.

12 noon on the other working day of the week on which the half-holiday is usually observed.

OVERTIME.—The following rates shall be paid to—

(a) Persons in refrigerating department—

For work done in excess of 48 hours in any week

(b) Yardmen—

For work done in excess of 52 hours in any week

(c) All other persons—

For work done within the times of beginning and ending work in excess of 48 hours in any week

For work done outside the times of beginning and ending work

Time and a half.

SUNDAYS AND PUBLIC HOLIDAYS.—All work done by any person (excepting those in the refrigerating department and yardmen) on Sundays, New Year's Day, Good Friday and the following Saturday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day shall be paid for at the rate of double time, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted. Provided that such special rate shall not apply to any employee who works on Good Friday, if he is given a holiday on the following day, nor to any employee who works on the day after Good Friday, if he has had a holiday on Good Friday.

* There is a Commonwealth award in this trade.

(74.) HARDWARE.†

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whatsoever employed in the business of a seller of goods usually sold by ironmongers, including—

(a) furnishing household, plumbers', or builders' ironmongery;

(b) gas fittings, stoves, or tools;

being a business usually or frequently carried on in a shop," has made the following Determination, namely:—

(1) That on the 9th December, 1918, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.				
WAGES.				WAGES.				
				Per week of 48 hours.				
15 years of age	10s.	Departmental managers, having under their control—			
16 "	15s.	5 or more salesmen, 25 years of age or over .. 100s.			
17 "	20s.	4 " " " " .. 95s.			
18 "	25s.	3 " " " " .. 90s.			
19 "	30s.	2 " " " " .. 85s.			
20 "	37s.	Branch managers 80s.			
				Outside salesmen 80s.				
				Salesmen employed selling, keeping up stock, or assembling shop goods—				
				21 years of age 50s.				
				22 " " " " 56s.				
				23 " " " " 62s.				
				24 " " " " 68s.				
				25 " " " " and over 74s.				
				Storemen, packers, porters, yardmen, messengers, or persons employed in the parcels office—				
				21 years of age 48s.				
				22 " " " " 53s.				
				23 " " " " 58s.				
				24 " " " " and over 6s.				

PROPORTION (in any shop or place).

One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage of 48s. per week of 48 hours.

One improver to one worker

Two improvers to two workers

Three improvers to three, four, or five workers

Four improvers to six or seven workers

Five improvers to eight workers

Six improvers to nine or ten workers

Seven improvers to eleven workers

Eight improvers to twelve workers and thereafter two improvers to each additional three workers

Receiving not less than 74s. per week of 48 hours.

† There is a Commonwealth award for Carters and Drivers in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(74.) **HARDWARE**—*continued.*

(3) **OVERTIME.**—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(4) **CASUAL LABOUR.**—Casual employees (i.e., persons employed during any week for not more than 24 hours) shall be paid at the rate of time and a half.

(5) **SPECIAL RATES.**—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

DEFINITIONS.

(6) "Departmental manager" shall mean a person having the control of two or more salesmen, 25 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean a person for the time being intrusted with the control or superintendence of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said branch shop.

"Outside salesman" shall mean an employee who regularly solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

* *There is a Commonwealth award for Carters and Drivers in this trade.*

(75.) **HAT (STRAW).**

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, the cities of Ballarat, Bendigo, Geelong, and Warrnambool, the towns of Ballarat East and Sandlingham, and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of the manufacture of straw hats, as—

- (a) hand or machine blockers,
- (b) stiffeners,
- (c) dyers' assistants,
- (d) bleachers' assistants,
- (e) packers,

has made the following Determination, namely:—

(1) That on the 12th April, 1913, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Juvenile Workers.	Other Employees.
WAGES PER WEEK OF 48 HOURS.	WAGES PER WEEK OF 48 HOURS.	WAGES PER WEEK OF 48 HOURS.
s. d.	s. d.	s. d.
1st year 12 0	Persons under 21 years (other than apprentices or improvers) employed at packing or in assisting dyers or bleachers—	Foremen 71 6
2nd year 17 0		Hand or machine blockers or stiffeners 64 6
3rd year 28 6		Dyers' or bleachers' assistants .. 58 6
4th year 38 6		Packers 56 0
5th year 48 6		
APPRENTICES.	1st year's experience .. 17 0	
PROPORTION (by any employer).	2nd " " .. 22 6	
One apprentice to every three or fraction of three workers receiving not less than 56s. per week of 48 hours.	3rd " " .. 33 6	
	4th " " .. 45 0	
IMPROVERS.		
PROPORTION (by any employer).		
One improver to every five or fraction of five workers receiving not less than 56s. per week of 48 hours.		

TIME OF BEGINNING AND ENDING WORK.

(3) That the time of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
7.45 a.m.	12 noon on the day on which the half-holiday is observed, and
7.45 a.m.	6.15 p.m. on the other working days of the week.

(4) That the following rate shall be paid for all work done:—

- (a) Outside the hours fixed in Clause (3)
- (b) Within the hours fixed in Clause (3) in excess of 48 hours in any week } Time and a half.

(5) **SPECIAL RATES.**—That double time shall be the special rate for all work done on Sunday, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), King's Birthday, Christmas Day, Boxing Day, New Year's Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(76.) **HATTERS (FELT).**†—Determination not yet made.

This Board was appointed to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of a manufacturer of felt hats."

† *There is a Commonwealth award in this trade.*

HAY, CHAFF, WOOD AND COAL.

On 1.1.13 the Determination of the Chaffcutters Board came into force, superseding that portion of the Determination of the Hay, Chaff, Wood and Coal Board as far as it related to Chaffcutting, &c. On the 18.4.13 the Determination of the Fuel and Fodder Board superseded the portion which dealt with persons employed in the Wood, Coal and Coke Yards and Firewood Saw Mills in the urban area, and on 26.5.13 the Determination of the Country Fuel and Fodder Board superseded the remainder of the original Determination.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(77.) HEADWEAR.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to “determine the lowest prices or rates which may be paid to any persons employed in the trade of—

- (a) Making males' or females' hats, caps, or bonnets,
(b) Trimming females' hats, caps, or bonnets,

provided that persons subject to the Felt Hatters Board or the Knitters Board and persons employed making machine-made straw hats shall not be subject to this Board,” has made the following Determination, namely:—

(1) That on the 17th day of February, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES.			IMPROVERS.		OTHER EMPLOYEES.		
Wages per Week of 48 Hours.			Wages per Week of 48 Hours.		Wages per Week of 48 Hours.		
Experience.	Males.	Females.	Males.	Females.			
					<i>Males.</i>		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>
1st year—1st 6 months ..	7 6	7 6	7 6	7 6	Cutters		65 0
2nd	10 0	8 6	10 0	8 6	Blockers		62 6
2nd year—1st	12 6	10 0	15 0	10 0	Pressers		62 6
2nd	17 6	12 6	20 0	12 6	All others		62 6
3rd year—1st	22 6	15 0	25 0	15 0	<i>Females.</i>		
2nd	27 6	17 6	30 0	17 6	Milliners		30 0
4th year—1st	32 6	20 0	35 0	20 0	Machinists		30 0
2nd	37 6	22 6	40 0	22 6	Cap finishers		27 6
5th year—1st	42 6	25 0	45 0	25 0	Females over 21 years of age (ex-		
2nd	47 6	27 6	50 0	27 6	cluding cap finishers, and not		
6th year—1st	52 6	..	55 0	..	being apprentices or improvers),		
2nd	57 6	..	60 0	..	without previous experience at		
					the trade—		
					1st 6 months		21 0
					2nd		22 6
					3rd		25 0
					All others		30 0
PROPORTION (BY ANY EMPLOYER).			PROPORTION (BY ANY EMPLOYER).				
<i>Males.</i>			<i>Males.</i>				
One male apprentice to every three or fraction of three male workers receiving not less than 62s. 6d. per week of 48 hours.			Three male improvers to each male worker receiving not less than 62s. 6d. per week of 48 hours.				
<i>Females.</i>			<i>Females.</i>				
One female apprentice to every two or fraction of two female workers receiving not less than 27s. 6d. per week of 48 hours.			Four female improvers to each female worker receiving not less than 27s. 6d. per week of 48 hours.				

(3) OVERTIME.—All work done in excess of 48 hours in any one week shall be paid for at the rate of time and a quarter for males and time and a half for females.

(4) SPECIAL RATES.—Time and a half shall be paid for work done on Sundays, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

PIECE-WORK.

(5) The Board determines, under the provisions of Section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(78.) HORSEHAIR.

NOTE.—This Determination applies to the whole of the State of Victoria.

This Board, which was appointed to “determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of preparing horsehair for trade or sale,” has made the following Determination, namely:—

Note.—On the 16th June, 1913, the powers of the Horsehair Board were extended to enable it to deal with rates for cowhair or pighair.

(1) That on the 19th October, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(78.) HORSEHAIR—*continued.*

(2)

Apprentices.			Improvers.			Other Employees.		
WAGES.			WAGES.			WAGES.		
Per week of 48 hours.			Per week of 48 hours.			Per week of 48 hours.		
1st year	...	15s.	1st year	...	15s.	Curlers	...	69s.
2nd "	...	20s.	2nd "	...	25s.	Drafters	...	69s.
3rd "	...	25s.	3rd "	...	37s. 6d.	Wet hacklers	...	69s.
4th "	...	32s. 6d.	4th "	...	45s.	Teasers	...	64s.
5th "	...	40s.				All others	...	61s. 6d.
NUMBER (by any employer).			NUMBER (by any employer).					
One apprentice to every three or fraction of three workers receiving not less than 61s. 6d. per week of 48 hours.			One improver to every four or fraction of four workers receiving not less than 61s. 6d. per week of 48 hours.					

(3) OVERTIME.—Any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a quarter.

(4) SPECIAL RATES.—All work done on Sundays, Good Friday, 21st April (Eight Hours Day), and Christmas Day, shall be paid for at the rate of double time, and for all work done on New Year's Day, 26th January (Foundation Day), Easter Saturday, Easter Monday, and Boxing Day, the rate of payment shall be time and a quarter, but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the days so substituted.

(5) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

(79.) HOSPITAL ATTENDANTS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board which was appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (not including professional employees or nurses) employed in or about a hospital doing any kind of hospital work," has made the following Determination, namely:—

(1) That on the 29th July, 1918, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.				
WAGES PER WEEK OF 52 HOURS.			WAGES.				
			Males.				
			s.	d.			
		Male Apprentices or Improvers.				per week of 48 hours	
		Female Apprentices or Improvers.					
Under 16 years of age	..	15s.			58 0		
16 years of age	..	20s.			60 0	52 "	
17 "	..	25s.			75 0	52 "	
18 "	..	30s.			65 0	52 "	
19 "	..	35s.					
20 "	..	40s.					
PROPORTION (IN ANY PLACE).							
Apprentices.							
MALES.							
One male apprentice to every three or fraction of three male workers receiving not less than 55s. per week.							
FEMALES.							
One female apprentice to every three or fraction of three female workers receiving not less than 34s. 8d. per week.							
Improvers.							
MALES.							
One male improver to every ten or fraction of ten male workers receiving not less than 55s. per week.							
FEMALES.							
One female improver to every ten or fraction of ten female workers receiving not less than 34s. 8d. per week.							
			Clerks	..	..	58 0
			Cooks in charge of two or more kitchen employees	..	..	60 0
			Dressers in charge of one or more dressers, or where there is only one employed	..	..	75 0
			Other dressers	..	..	65 0
			Foremen in charge of—				
			Four to nine employees	..	..	60 0
			Ten to nineteen employees	..	..	63 0
			Twenty or more employees	..	..	70 0
			Gardeners in charge of one or more gardeners	..	..	57 6
			Other gardeners	..	..	55 0
			Instrument attendants	..	..	75 0
			Laboratory attendants	..	..	75 0
			Laundrymen in charge	..	..	60 0
			Other laundrymen	..	..	55 0
			Motor ambulance drivers	..	..	60 0
			Mortuary-men engaged on post-mortem work	..	..	75 0
			Night porters where there is only one employed	..	..	57 6
			Other night porters	..	..	57 6
			Storemen in charge of one or more storemen	..	..	62 6
			Wardsmen (i.e., persons who handle and treat patients)	..	..	65 0
			All others	..	..	55 0
			Females.				
			Clerks	..	..	37 0
			Cooks in charge of—				
			One to three kitchen employees	45 0	..	52 "	
			Four or more kitchen employees	47 6	..	52 "	
			Other cooks	..	..	40 0
			Housekeepers	..	..	45 0
			Head laundresses in charge of—				
			One to three persons	..	..	45 0
			Four or more persons	..	..	47 6
			Laundry hands	..	..	34 8
			Seamstresses who cut out and fit garments	..	..	45 0
			Other Seamstresses	..	..	34 8
			All others	..	..	34 8

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(80.) HOTEL EMPLOYEES*—*continued.*

(3) OVERTIME.—Any employee, who in any week works for any time in excess of the number of hours fixed, shall be paid for such extra time at the rate of time and a half, calculated on the rates fixed without board and lodging.

(4) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed for a week's work) shall be paid—

Males	2s. per hour	} with a minimum of 5s. per day.
Females	1s. 6d. per hour	

(5) SPECIAL RATES.—The special rates payable to persons (other than casual workers) for work done on Good Friday, Easter Monday, New Year's Day, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, and Boxing Day shall be time and a half; but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, then the special rate shall be payable only for the day so substituted.

(6) TRAVELLING.—The special rate to be paid to any employee who works away from his employer's place of business for time occupied in travelling between the employer's place of business and work, or between the employee's residence and work, shall be 2s. per hour.

* *There are Commonwealth agreements in sections of this occupation.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(81.) ICE.* (Present Determination in force from 14.9.14.)				

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of ice for trade or sale, or of a person carrying on the business of freezing, refrigerating, packing, or grading goods of any kind for the purpose of trade or sale in a frozen or refrigerating condition, other than ice cream."

			WAGES.	WAGES.
			Per week of 48 hours.	Per week of 48 hours.
Chamber hands i.e., all persons employed for more than 12½ per cent. of their working time in tallying, delivering, receiving, bagging, storing, or putting meat, rabbits, butter, or other goods in a freezing chamber, chipping snow from pipes, or conveying snow out of or running meat up to chamber	66s.	48	16 years, 20s. 17 years, 25s. 18 years, 30s. 19 years, 35s. 20 years, 40s.	16 years, 21s. 17 years, 25s. 18 years, 32s. 6d. 19 years, 38s. 6d. 20 years, 44s.
Foremen	84s.	48	PROPORTION (in any factory or place). One apprentice to every three or fraction of three workers employed and receiving not less than 54s. per week of 48 hours.	PROPORTION (in any factory or place). One improver to every ten persons or fraction of ten persons employed and receiving not less than 54s. per week of 48 hours.
Ice-pullers	60s.	48		
Ice-stackers	60s.	48		
Nailers	56s.	48		
Persons engaged in the chamber breaking down or loading out ice	60s.	48		
Persons engaged in hanging ground or grading room	56s.	48		
Poultry packers	56s.	48		
Putters up	56s.	48		
Rabbit graders	72s.	48		
Rabbit packers	56s.	48		
Skinners	60s.	48		
All others	54s.	48		

TIMES OF BEGINNING AND ENDING WORK FOR ALL PERSONS OTHER THAN FOREMEN OR ICE-PULLERS OR ICE-STACKERS.

Time of Beginning.	Time of Ending.
7 a.m.	12 noon on Saturdays.
7 a.m.	6 p.m. on each of the other five days in the week.

OVERTIME.—

The following rates shall be paid for all work done by—

- (a) Any person (other than a foreman or ice-puller or ice-stacker) outside the hours fixed as the times of beginning and ending work } Time and a third.
 (b) Any person within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week }

SUNDAYS AND HOLIDAYS.—Special rate for all work done on—

Sundays	{ Chamber hands, double time. Ice-pullers and ice-stackers, time and a half. All others, time and a third.
Christmas Day, Good Friday, and 21st April (Eight Hours Day)	{ Double time. Chamber hands double time. All others time and a half;
Boxing Day, New Year's Day, 26th January (Foundation Day), and Easter Monday	{ Chamber hands double time. All others time and a half;

but if any other day be by Act of Parliament or Proclamation substituted for any of above-named holidays the special rates shall be payable only on the day so substituted.

* *There is a Commonwealth award for carters and drivers in this trade.*

(82.) IRONMOULDERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Castlemaine, Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol; the Railway riding of the shire of Braybrook; and such portion of the shire of Bungaree as is within 10 miles of a city or town.

This Board, which was appointed "to determine the lowest prices or rates of payment which may be paid to any person or persons or classes of persons (other than moulders employed in moulding metal bedsteads) employed in the process, trade, or business of an ironmoulder," has made the following Determination, namely:—

NOTE.—Section 163 of the *Factories Act* 1915, No. 2650, extends the powers of this Board to "steel moulding."

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(82.) IRONMOULDERS—continued.

(1) That on the 12th day of August, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.					Other Employees.					
WAGES.					WAGES.					
					<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>					
					Per week of 48 hours.					
					l s. d.					
1st year	11	6				
2nd "	16	6				
3rd "	22	0				
4th "	27	6				
5th "	33	0				
6th "	41	6				
7th "	53	0				
PROPORTIONS (IN ANY PLACE).										
<i>Apprentices.</i>										
One apprentice to every three or fraction of three workers receiving not less than 6s. per week of 48 hours.										
<i>Improvers.</i>										
One improver to every three or fraction of three workers receiving not less than 6s. per week of 48 hours.										
An indenture of apprenticeship was approved on 5th October, 1911.										
					Bank pipe moulders—					
					5 and 6 inch, headmen 4 3 0					
					5 and 6 inch, footmen 3 14 0					
					4 inch and under, headmen 3 17 0					
					4 inch and under, footmen 3 11 0					
					Vertical pipe moulders—					
					Rammers, coremakers, corers, or casters 3 8 0					
					Dressers of pipes 3 6 0					
					Furnacemen 3 9 0					
					Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron) .. 3 6 0					
					<i>Persons employed in making Pipes by Machinery.</i>					
					Coremakers—					
					5 and 6 inch, faucet 4 3 0					
					5 and 6 inch, apigot 3 14 0					
					4 inch and under, faucet 3 17 0					
					4 inch and under, apigot 3 11 0					
					Finishers and Casters—					
					5 and 6 inch 4 3 0					
					4 inch and under 3 17 0					
					<i>Ironmoulding and Cast Malleable Ironmoulding.</i>					
					Moulders and coremakers making all castings used for—					
					(a) Engines, machinery, or power plants,					
					(b) Baths,					
					(c) Connexions over 6 inches in diameter					
					(except those made by means of the plate process or with moulding machines, or those used only for agricultural or dairying implements or machinery) 4 3 0					
					Moulders and coremakers making castings over 5 cwt. .. 4 3 0					
					Moulders and coremakers making all castings for agricultural or dairying implements or machinery (except those made by means of the plate process or with moulding machines) 3 17 0					
					Moulders and coremakers making all castings by means of the plate process or with moulding machines 3 11 0					
					Moulders and coremakers making any other casting .. 3 17 0					
					Irongdressers 3 6 0					
					Furnacemen 3 9 0					
					Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron) .. 3 6 0					
					Annealers of malleable iron castings 3 4 6					
					<i>Steel Moulding.</i>					
					Dressers 3 7 6					
					Crucible furnacemen 4 1 0					
					Assistant crucible furnacemen 3 9 0					
					Converter furnacemen (i.e., persons in charge of a converter) .. 3 15 0					
					Assistant converter furnacemen (i.e., persons in charge of a cupola) 3 9 0					
					Annealers 3 4 6					
					<i>Labourers.</i>					
					Labourers (steel moulding) 3 4 6					
					All other labourers 3 3 0					

(3) OVERTIME.—Any time worked in excess of 48 hours per week shall be paid for at the rate of time and a quarter.

(4) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be paid for all work done on Sundays, Good Friday, Foundation Day (20th January), Eight Hours Day (21st April), Christmas Day, and New Year's Day, but if any other day be by Act of Parliament or proclamation substituted for any of the above-named public holidays the special rate shall only be payable on the day so substituted.

(5) PIECE-WORK.—The Board determines under the provisions of Section 144 of the *Factories and Shops Act 1915* that any employer may fix and pay piece-work prices to any person employed at any work in the process, trade, or business of an ironmoulder, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(83.) JAM TRADE.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of manufacturing jam, fruit jelly, pickles, and sauces.”

(In December, 1910, a resolution was passed by both Houses extending the powers of this Board to enable it to fix rates for persons employed in the process, trade, or business of—

- (a) preparing, canning, or preserving lemon or other peel, fruit, or vegetables;
(b) preparing or putting up any of such articles for sale.)

has made the following Determination, namely:—

(1) That on the 2nd September, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.	Improvers.	Other Employees.																																								
WAGES.	WAGES.	WAGES.																																								
MALES OR FEMALES.	Per week of 48 hours.	Per week of 48 hours.																																								
Per week of 48 hours. Day shift.	<table border="1"> <thead> <tr> <th></th> <th>Males. Day shift.</th> <th>Males. Night shift.</th> <th>Females. Day shift.</th> </tr> </thead> <tbody> <tr> <td>Under 16 years of age ..</td> <td>15s.</td> <td>..</td> <td>14s.</td> </tr> <tr> <td>16 years of age ..</td> <td>18s.</td> <td>20s.</td> <td>18s.</td> </tr> <tr> <td>17 years of age ..</td> <td>22s.</td> <td>23s.</td> <td>18s.</td> </tr> <tr> <td>18 years of age ..</td> <td>26s.</td> <td>27s. 6d.</td> <td>28s.</td> </tr> <tr> <td>19 years of age ..</td> <td>33s. 6d.</td> <td>37s. 6d.</td> <td>28s.</td> </tr> <tr> <td>20 years of age ..</td> <td>45s.</td> <td>49s.</td> <td>28s.</td> </tr> </tbody> </table>		Males. Day shift.	Males. Night shift.	Females. Day shift.	Under 16 years of age ..	15s.	..	14s.	16 years of age ..	18s.	20s.	18s.	17 years of age ..	22s.	23s.	18s.	18 years of age ..	26s.	27s. 6d.	28s.	19 years of age ..	33s. 6d.	37s. 6d.	28s.	20 years of age ..	45s.	49s.	28s.	<table border="1"> <thead> <tr> <th></th> <th>Day shift.</th> <th>Night shift.</th> </tr> </thead> <tbody> <tr> <td>Males</td> <td>61s.</td> <td>67s.</td> </tr> <tr> <td>Females engaged in stirring jam, sauc, or pulp, pouring out or filling jam by hand or machine, pouring out pulp by hand, liting jam, fruit, sauc, sugar, or vegetables weighing over 25 lbs., washing bags, or working at a fruit press</td> <td>33s. 6d.</td> <td>..</td> </tr> <tr> <td>All other females ..</td> <td>28s.</td> <td>..</td> </tr> </tbody> </table>		Day shift.	Night shift.	Males	61s.	67s.	Females engaged in stirring jam, sauc, or pulp, pouring out or filling jam by hand or machine, pouring out pulp by hand, liting jam, fruit, sauc, sugar, or vegetables weighing over 25 lbs., washing bags, or working at a fruit press	33s. 6d.	..	All other females ..	28s.	..
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MALES. One male apprentice to every three or fraction of three male workers receiving not less than 61s. per week of 48 hours.	MALES. Two male improvers to each male worker receiving not less than 61s. per week of 48 hours.																																									
FEMALES. One female apprentice to every three or fraction of three female workers receiving not less than 28s. per week of 48 hours.	FEMALES. Two female improvers to each female worker receiving not less than 28s. per week of 48 hours.																																									

(3) SHIFTS.

That—

(a) The time of beginning and the time of ending each shift shall be as follows:—

	Day Shift.			
	Time of Beginning.		Time of Ending.	
Saturday, or the day on which the half-holiday is observed in the locality ..	7.15 a.m.	.. ..	1 p.m.	
On the other working days of the week	7.15 a.m.	.. ..	5.45 p.m.	
	Night Shift.			
Monday to Thursday	8 p.m.	.. ..	6 a.m. on the following day	
Friday	8 p.m.	.. ..	6.30 a.m. on Saturday.	

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half calculated on the rates fixed for the Day Shift.

(4) CASUAL LABOUR.

That casual hands, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of 1s. 9d. per hour.

(5) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

All work done on Sunday, Good Friday, or Eight Hours Day (21st day of April), to be paid at the rate of double time, and on New Year's Day, Foundation Day (26th day of January), Easter Monday, Christmas Day, or Boxing Day, to be paid for at the rate of time and a half, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for the day so substituted.

(6) PIECE-WORK PRICES.]

A schedule of piece-work prices has been fixed by the Board.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(84.) JEWELLERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a manufacturing jeweller has made the following Determination, namely:—

(1) That on the 19th January, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Juvenile Workers.				Other Employees.				
WAGES PER WEEK OF 48 HOURS.				WAGES PER WEEK OF 48 HOURS.				WAGES PER WEEK OF 48 HOURS.				
APPRENTICES.				FEMALES.				MALES.				
	Male.	Female.									<i>s. d.</i>	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	(a) (1)								
1st year's experience ..	10 0	7 6	6	Engaged on gold work at sandblasting, pinning-up, scratch-brushing, washing-out, assisting gilder, or wax-filling;				Bracelet and bangle maker, jewellery setter, bolting makers, lapper, moulder, ring maker (other than band, buckle, signet, keeper, or wedding rings), silversmith, stamper, swivel maker, tool maker, diamond moulder, or enameller ..			70 0	
2nd " " ..	15 0	12 6	6	(2) Assisting in making any silver or base metal articles;				Chain maker, gilder, melter, polisher, repairer, colourer, wire twister, tube drawer, pressworker, or maker of hand, buckle, signet, keeper, or wedding rings			63 0	
3rd " " ..	20 0	17 6	6	(3) Filling-in or polishing any enamel work—				Plate roller, or wire roller and drawer, without previous experience—				
4th " " ..	25 0	22 6	6	1st year	10 0				During the 1st six months' experience			50 0
5th " " ..	32 6	27 6	6	2nd " "	15 0				Thereafter			63 0
6th " " ..	42 6	32 6	6	3rd " "	20 0				All others			58 0
				4th " "	25 0							
IMPROVERS.								FEMALES.				
	Male.	Female.						Maker of the following classes of chain—				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>					Up to 5 dwt. to the foot, 18 or 15 carat (solid)				38 6
1st year's experience ..	10 0	7 6	6					Up to 4 dwt. to the foot, 9 carat (solid) ..				38 6
2nd " " ..	20 0	17 6	6					Up to 2 dwt. to the foot (hollow) ..				38 6
3rd " " ..	25 0	22 6	6					Pinner-up of brooches, sandblaster, scratch brusher, maker of brooches and other articles from wire, jewellery wax-filler, or enameller				35 0
4th " " ..	30 0	22 6	6					Pressworker (weight of press not to exceed 3 cwt.)				45 0
5th " " ..	37 6	27 6	6					Pressworker (weight of press exceeding 3 cwt.)				55 0
6th " " ..	47 6							Maker of all silver or base metal articles ..				35 0
PROPORTION (IN ANY PLACE).								Polisher or gilder—				
Apprentices.								Gold				50 0
One male apprentice to one or two, two to three or four, and thereafter two to every additional three male workers receiving not less than 50s. per week of 48 hours.								Silver				40 0
One female apprentice to one, two to two, and thereafter one to every additional two female workers receiving not less than 35s. per week of 48 hours.								All others				58 0
The prescribed form of indenture as amended was approved on 21st December, 1917, and must be used.												
Improvers.												
One male improver to every five male workers receiving not less than 50s. per week of 48 hours.												
One female improver to five or fraction of five, two to ten, and thereafter one to each additional five female workers receiving not less than 35s. per week of 48 hours.												

(3) OVERTIME.—Any employee who works in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a quarter.

(4) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(85.) KNITTERS.

(Present Determination in force from 3.7.16.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of knitting or crocheting any article for human wear."

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.						Improvers.	
(85.) KNITTERS— <i>continued.</i>			MALES.						MALES. WAGES.	
MALES.			WAGES PER WEEK OF 48 HOURS.							
Cotton's patent machine operators ..	75s.	48	Commencing Age.						Same as apprentices.	
Finishing machine operators ..	57s.	48	Experience.	15 years or under.						
Ironers ..	57s.	48		16	17	18	19	20		
X.L. knitters—										
In charge of 4 machines ..	57s.	48								
" 5 " " ..	63s.	48								
" 6 " " ..	69s.	48								
Scourers (head) ..	60s.	48								
Scourers (assistant) ..	54s.	48								
Steam pressers—										
1st six months' experience ..	50s.	48	1st year	12 6	15 0	17 6	18 6	20 0		25 0
2nd " ..	55s.	48	2nd year	16 0	18 0	20 0	22 6	27 6		..
2nd year's experience ..	60s.	48	3rd year	20 0	22 6	25 0	30 0	
Thereafter ..	70s.	48	4th year	25 0	27 6	32 6	
Stock cutters ..	65s.	48	5th year	30 0	35 0	
All others ..	52s.	48	6th year	40 0	
			and thereafter the minimum wage.							
FEMALES.			PROPORTION (in any factory).						PROPORTION (in any factory). One improver to each male worker receiving not less than 52s. per week of 48 hours.	
Button holers ..	28s. 6d.	48	One apprentice to every three or fraction of three male workers receiving not less than 52s. per week of 48 hours.							
Button sewers ..	27s. 6d.	48	FEMALES.						FEMALES. WAGES.	
Cotton's patent machine operators ..	37s. 6d.	48	WAGES PER WEEK OF 48 HOURS.							
Coverers ..	27s. 6d.	48	Experience.	Commencing Age.						
Dampers working in press room ..	27s. 6d.	48		16 years or under	17	18	19	20		
Double stitchers ..	28s. 6d.	48								
Eyelet holers ..	27s. 6d.	48	1st year	10s.	12s.	15s.	18s.	20s.		
Examiners ..	28s. 6d.	48	2nd year	14s.	16s.	19s.	22s.	..		
Fellers ..	27s. 6d.	48	3rd year	18s.	20s.	23s.	..	..
Folders ..	28s. 6d.	48	4th year	22s.	24s.	..	..	..
Hemmers ..	27s. 6d.	48	and thereafter the minimum wage.						Same as apprentices.	
Hoffman press operators—			PROPORTION (in any factory).							
1st six months' experience ..	20s.	48	One apprentice to every three or fraction of three female workers receiving not less than 25s. per week of 48 hours.							
2nd " ..	25s.	48								
2nd year's experience ..	30s.	48								
Thereafter ..	35s.	48								
Persons using irons not exceeding 8½ lbs. weight ..	28s. 6d.	48								
Persons using irons exceeding 8½ lbs. weight ..	45s.	48								
X.L. knitters—										
In charge of 3 machines ..	32s. 6d.	48								
" 4 " " ..	35s.	48								
" 5 " " ..	40s.	48								
" 6 " " ..	45s.	48								
Knitters using hand circular machines for socks or stockings ..	25s.	48								
Knitters using hand-flat machines ..	27s. 6d.	48								
Knitters not already provided for ..	30s.	48								
Linkers ..	30s.	48								
Menders ..	30s.	48								
Mounters—										
1st six months' experience ..	20s.	48								
2nd " ..	25s.	48								
Thereafter ..	30s.	48								
Overlockers ..	28s. 6d.	48								
Peg Press Operators—										
1st six months' experience ..	32s. 6d.	48								
2nd " ..	35s.	48								
2nd year's " ..	40s.	48								
Thereafter ..	45s.	48								
Seamers ..	28s. 6d.	48								
Stock cutters ..	30s.	48								
Winders ..	27s. 6d.	48								
All others ..	25s.	48								

Time of Beginning. Time of Ending.

TIME OF BEGINNING (7.30 a.m. 12.30 p.m. on Saturdays, and
AND ENDING WORK } 7.30 a.m. 6 p.m. on the other working days of the week.

OVERTIME.—The following rate shall be paid for all work done :—

- (a) Outside the hours fixed as the time of beginning and ending work } Time and
- (b) Within the hours fixed as the time of beginning and ending work in excess of 48 hours in any week } a half

SPECIAL RATES FOR PUBLIC HOLIDAYS.—Double time shall be the special rate for all work done on Sunday, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

PIECE-WORK.—This Board has determined that the employer may fix piece-work prices to be based on the wages rates determined.

NOTE.—The employer shall supply all necessary materials free.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continuel.*

(86.) LEATHER GOODS.*

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of portmanteaux, or leather bags, or leather trunks, or leather goods of the class or kind of which the following are examples, viz.:—Braces, cap peaks, dog collars, dog leads, garters, hold-alls, knapsacks, knife sheaths, leather belts (other than machine belts and belts used for harness or saddlery), leather cases of all descriptions, leggings, pocket-book covers, pouches, purses, valises, wallets," has made the following Determination, namely:—

(1) That on the 19th April, 1918, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Juvenile Female Workers.		Other Employees.		
WAGES.					WAGES.		
Per week of 48 hours.					Per week of 48 hours.		
					s. d.		
					Males		
					Females—		
					(a) Making—		
					Gladstone bags (except lining out or making doors or handles)		
					Kit or bulge bags (except handles)		
					Any leather case exceeding 12 inches in length (except music cases)		
					Bullion bags, trunks, portmanteaux, hat-boxes, camera, musical instrument or canvas and leather suit cases		
					(b) Handstitching cricket, punching, medicine or foot balls, or block military or pigskin leggings		
					(c) Stiffening down any article over 12 inches in length		
					(d) Framing up or riveting by hand ..		
					Other females		
<p>1st year { 1st 6 months .. 9 6 7 6 2nd " " .. 10 6 10 0 3rd " " .. 13 6 13 6 4th " " .. 18 0 18 0 5th " " .. 25 0 23 6 6th " " .. 32 6 6th " " .. 40 0</p> <p>PROPORTION (IN ANY PLACE). <i>Apprentices.</i> One male apprentice to the first one or two male workers, and thereafter one apprentice to every additional two adult males receiving not less than 66s. per week of 48 hours. One female apprentice to every two or fraction of two female workers receiving not less than 30s. per week of 48 hours. <i>Improvers.</i> One male improver to every three male workers receiving not less than 66s. per week of 48 hours. One female improver to every three or fraction of three female workers receiving not less than 30s. per week of 48 hours. An indenture of apprenticeship prescribed was approved on 2nd May, 1911.</p>			<p>Females (other than apprentices or improvers) engaged in tying-off, or snipping ends of cotton, or cutting webs to lengths, or sorting, or eyeletting, or putting on ends, or counting, or tying up, or preparing sample cards, or turning or rubbing out gloves:—</p> <p>WAGES. Per week of 48 hours. s. d. 1st year { 1st 6 months 7 6 2nd " " .. 10 0 3rd " " .. 12 0 4th " " .. 14 0 4th " " .. 16 0</p>		<p>66 0 66 0 30 0</p>		

Time of Beginning.

Time of Ending.

(3) TIME OF BEGINNING { 7.30 a.m. 1. p.m. on the day on which the half-holiday is observed.
AND ENDING WORK { 7.30 a.m. 6.30 p.m. on the other working days of the week.

(4) OVERTIME.—(a) Outside the hours fixed in Clause 3 } Time and a quarter.
(b) Within the hours fixed in Clause 3 in excess of 48 hours in any week

(5) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sundays, New Year's Day, Foundation Day (26th January), 21st April (Eight Hours Day), Good Friday, Easter Saturday, Easter Monday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable on the day so substituted.

(6), (7), and (8) PIECE-WORK.—A schedule of piece-work prices for certain classes of work has been fixed by the Board, which has also determined as to other classes that the employer may fix piece-work prices to be based on the wages rates determined.

* There is a Commonwealth award in this trade.

(87.) LIFT.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of a lift attendant" has made the following determination, namely:—

(1) That on the 11th day of October, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.		
WAGES.			MALES.		
MALES OR FEMALES.					
Per week of 48 hours.					
			Lift attendants who are employed in lifts in hotels, clubs, coffee palaces, restaurants, or hospitals .. 51s. 4d. per week of 56 hours		
			All other male lift attendants 53s. " 48 "		
			FEMALES.		
			All female lift attendants 40s. per week of 48 hours		
<p>1st year 30s. 2nd year 35s. 3rd year 40s.</p> <p>NUMBER (by any employer). MALES OR FEMALES. One apprentice to two or fraction of two workers receiving the minimum wage. One improver to every two workers receiving not less than 56s. per week of 48 hours.</p>					

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(87.) LIFT—*continued.*

(3)	TIME OF BEGINNING AND ENDING WORK.	
Time of beginning—		Time of ending—
8 a.m.	2 p.m. on the day on which the half-holiday is observed locally	
8 a.m.	8 p.m. on the other days of the week.	

(4) The following rates shall be paid :—
 OVERTIME.
 For all work done within the hours fixed as the times of beginning and ending work in excess of the maximum number of hours fixed for a week's work, and
 For all work done outside the hours fixed as the times of beginning and ending work } Time and a quarter.

(5) SUNDAYS AND PUBLIC HOLIDAYS.
 Lift attendants employed in hotels, clubs, coffee palaces, restaurants, or hospitals shall be paid at the rate of time and a half for work done on Good Friday, Easter Monday, New Year's Day, Eight Hours Day, King's Birthday, Christmas Day, and Boxing Day; and all other lift attendants shall be paid double time for work done on Sundays, Good Friday, and Christmas Day, and time and a half for work done on 26th January, Easter Monday, Eight Hours Day, King's Birthday, Boxing Day, and New Year's Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for the day so substituted.

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(88.) LIVERY-STABLE.*				
(Present Determination in force from 1.8.14.)				
This Board was appointed to "determine the lowest prices or rates which may be paid to any person employed—				
(a) driving horse-drawn passenger vehicles hired or plying for hire;				
(b) in the business of a livery-stable keeper or in a stable where cabs or cab horses are kept"				
			WAGES.	WAGES.
			Per week of 65 hours.	Per week of 65 hours.
Adults	46s. 6d.	65	1st year 10s.	1st year 30s.
Casual hands (now defined by Section 141, Sub-section 4, Act 2650)	1s. per hour	..	2nd year 20s.	2nd year 35s.
Persons under 21 years of age (not being apprentices or improvers) engaged solely in driving commercial travellers' buggies—			3rd year 30s.	3rd year 40s.
17 years of age and under ..	15s.	48	PROPORTION.	
Over 17 years of age ..	31s	45	One apprentice to every three or fraction of three workers receiving not less than 46s. 6d. per week of 65 hours.	One improver to every three or fraction of three employes receiving not less than 46s. 6d. per week of 65 hours.
Time of Beginning.			Time of Ending.	
TIME OF BEGINNING AND ENDING WORK { 6.30 a.m. .. .. .			.. 12.30 p.m. on Sunday.	
.. 6.30 a.m. .. .. .			.. 12 midnight on the other days of the week.	
OVERTIME.—All work done outside the hours fixed as the times of beginning and ending work shall be paid for at the rate of time and a half.				
All work done in any week by any person within the hours specified as the times of beginning and ending work in excess of the number of hours fixed for a week's work shall be paid for at the rate of time and a half				
PUBLIC HOLIDAYS.—All work done on Good Friday and Christmas Day shall be paid for at the rate of time and a quarter, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.				

* There is a Commonwealth award in this trade.

(89.) MALT.†				
(Present Determination in force from 6.3.11.)				
This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maltster."				
Persons engaged in turning floors, loading or unloading kilns, or putting in or emptying steepers or screening malt or barley ...	54s.	48	WAGES.	WAGES.
Persons engaged in any kind of work done in a malt house, with the exception of the turning of floor or loading or unloading kilns, or putting in or emptying steepers or screening malt or barley :—			Per week of 48 hours.	
Males from 14 to 16 years of age (other than apprentices or improvers) ...	15s.	48	Under the age of 17 years ... 20s.	} Same as apprentices
Males from 16 to 18 (other than apprentices or improvers) ...	20s.	48	Over 17 and under 18 years ... 25s.	
Males from 18 to 19 (other than apprentices or improvers) ...	25s.	48	Over 18 and under 19 years ... 30s.	
Males from 19 to 21 (other than apprentices or improvers) ...	30s.	48	Over 19 and under 20 years ... 36s.	
Males over 21 years of age (other than apprentices or improvers) ...	54s.	48	Over 20 and under 21 years ... 45s. and thereafter the minimum wage.	
OVERTIME.—Any male employee over the age of 16 years who works any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.			PROPORTION (in the process, trade, or business of a maltster.)	
SUNDAY.—The wage payable to any person for work done on Sunday between 7 a.m. and 5 p.m. shall be as follows, viz. :—			PROPORTION (in the process, trade or business of a maltster.)	
For the first five hours worked			One apprentice to every three persons, or fraction of three persons, receiving not less than 54s. per week of 48 hours.	
After the first five hours' work			One improver to every five persons or fraction of five persons receiving not less than 54s. per week of 48 hours.	
Where loading or unloading kilns is done on Sunday—for any kind of work done ...				
If any employee be worked on seven consecutive days, commencing on Monday in each and every week, he shall be paid at double rates for the seventh day of such employment.				
NIGHT-WORK.—Any employee engaged on night-work for more than six consecutive nights shall be paid at double rates for any time he is employed during the seventh night. Night-work shall be deemed to mean employment between the hours of 5 p.m. and 7 a.m., and day-work shall be deemed to mean employment between the hours of 7 a.m. and 5 p.m.				
HOLIDAYS.—All work done on Christmas Day, Good Friday, and Eight Hours Day shall be paid for at the rate of time and a half.				

† There is a Commonwealth agreement in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(90.) MANURE (ANIMAL).				
(Present Determination in force from 3.9.15.)				
NOTE.—This determination applies to the whole of the State.				
This Board was appointed to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of the manufacture of manure from animal matter."				
The powers conferred on this Board were taken from the Artificial Manure Board by Order in Council, dated 25th May, 1914. On the same date the powers of the Animal Manure Board were extended so as to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of the extraction of tallow.				
			<p>WAGES.</p> <p>Per week of 48 hours.</p>	<p>WAGES.</p>
Carcass skinners	57s.	48	Under 16 years of age .. 20s.	Same as apprentices.
Tallowmen	60s.	48	16 years of age and under 17 years of age .. 25s.	
All others	54s.	48	17 years of age and under 19 years of age .. 32s. 6d. 19 years of age and under 21 years of age .. 38s. 6d.	
			PROPORTION (by any employer).	PROPORTION (by any employer).
			One apprentice to every three or fraction of three workers receiving not less than 54s. per week of 48 hours	One improver to every four workers receiving not less than 54s. per week of 48 hours
OVERTIME.—Any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a third for the first two hours, and thereafter time and a half.				
SPECIAL RATES.—All work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of time and a half; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.				
(91.) MANURE (ARTIFICIAL).*				
(Present Determination in force from 11.7.13.)				
NOTE.—This determination applies to the whole of the State.				
This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of bone dust or other artificial manure."				
On 25th May, 1914, the power to fix rates for any person or persons or classes of persons employed in the process, trade, or business of the manufacture of manure from animal matter was taken from the Artificial Manure Board and such power was conferred in the Animal Manure Board.				
All items printed in italics are Mr. Justice Hodges' findings in Court of Industrial Appeals, and came into force on 29th day of September, 1913.				
<i>Men while engaged in cleaning flues or burner pipes, or while engaged cleaning out from the inside acid tanks, acid chambers, roaster floors, or from the inside unpacking towers or any other receptacle for acid</i>	<i>1s. 6d. per hour</i>			
<i>Men while engaged, from the outside, in cleaning out acid tanks, acid chambers, roaster floors, or from outside unpacking towers or any other receptacle for acid</i>	<i>1s. 4d. per hour</i>		<p>WAGES.</p> <p>Per week of 48 hours.</p> <p>s. d.</p>	Same as apprentices.
			Under 16 years .. 20 0	
			16 and under 17 years .. 25 0	
			17 and under 19 years .. 32 6 19 and under 21 years .. 38 6	
<i>Roaster attendants—</i>				
<i>(1) Where residue is handled by manual labour</i>	<i>51s.</i>	48		PROPORTION (in any factory or place).
<i>(2) Where residue is handled mechanically</i>	<i>51s.</i>	48		
<i>Men emptying dens, pits, and other such receptacles containing superphosphate—</i>			PROPORTION (in any factory or place).	PROPORTION (in any factory or place).
<i>(1) By manual labour</i>	<i>57s.</i>	48	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	One improver to every four persons receiving not less than 48s. per week.
<i>(2) Mechanically</i>	<i>51s.</i>	48		
<i>Elevator feeders</i>	<i>51s.</i>	48		
<i>Weighing and bagging machine attendants, and men sewing filled bags</i>	<i>48s.</i>	48		
<i>Labourers in superphosphate works</i>	<i>48s.</i>	48		
<i>Employees in bone mills</i>	<i>48s.</i>	48		

*There is a Commonwealth award in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(91.) MANURE (ARTIFICIAL)* — <i>continued.</i>				
<i>Casual employees, now defined by Section 141, Sub-section 4, Act 2650</i> ..	<i>1s. 4d. per hour</i>			
<i>Burner men, chamber men, men mixing special manures by hand, men mixing acid and phosphate rock, men digging under phosphate with a view to bringing it down in mass, or blasting superphosphate. Men attending nitric acid retorts, men attending pyrites crusher</i> }	<i>51s.</i>	<i>48</i>		
<i>Men not otherwise provided for</i> ..	<i>48s.</i>	<i>48</i>		

OVERTIME.—Any time worked in excess of 48 hours shall be paid for at the rate of time and a third for the first two hours, and thereafter time and a half.

SPECIAL RATES.—All work done on Sundays, Good Friday, Easter Monday, New Year's Day, Foundation Day (26th January), Eight Hours Day (21st April), King's Birthday, Christmas Day, and Boxing Day, shall be paid for at the rate of time and a half; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

* *There is a Commonwealth award in this trade.*

(92.) MARINE STORE.
(Present Determination in force from 17.7.16.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or person or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a marine store dealer or a dealer in old metals or bottles."

			WAGES.	WAGES.
Foreman or buyer, i.e., an employee who buys goods brought to the store by collectors or others, or has charge of store	60s.	48	16 years of age .. 15s. 17 years of age .. 17s. 6d. 18 years of age .. 30s. 19 years of age .. 35s. 20 years of age .. 42s.	} Same as apprentices.
Bottlewasher, i.e., an employee who shots, brushes, rinses, or crates bottles	54s.	48		
General hand	50s.	48	PROPORTION (by any employer). One apprentice to every three or fraction of three workers receiving not less than 50s. per week of 48 hours.	PROPORTION (by any employer). One improver to the first three or fraction of three workers receiving not less than 50s. per week of 48 hours, and thereafter one improver to every three such additional workers.

CASUAL LABOUR.—That any person employed for not more than 24 hours during any week shall be paid at the rate of 1s. 6d. per hour.

Time of Beginning.	Time of Ending.
TIME OF BEGINNING } 7.45 a.m.	12 noon on the day on which the half-holiday is observed; and
AND ENDING WORK } 7.30 a.m.	5.15 p.m. on the other working days of the week.

OVERTIME.—The following rate shall be paid for all work done—

- (a) Outside the hours fixed as the time of beginning and ending work } Time and a half.
(b) Within the hours fixed as the time of beginning and ending work in excess of 48 hours in any week }

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate for all work done on Sundays, Good Friday, Easter Monday, New Year's Day, 26th day of January (Foundation Day), 21st day of April (Eight Hours Day), Christmas Day, Boxing Day, or King's Birthday, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(93.) MEAT PRESERVERS.

(Present Determination in force from 29.1.16.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any person employed in the process, trade, or business of—

- (a) preserving meat;
(b) preparing food products from animal fat."

On 11th November, 1913, the power to fix rates for any person employed as storeman, packer, or sorter in connexion with the trade or business of—

- (a) preserving meat;
(b) preparing food products from animal fat,

was taken from the Storemen, Packers, and Sorters Board and conferred on the Meat Preservers Board and on the same date the powers of the Meat Preservers Board were extended to enable rates to be fixed for any person employed in the process, trade or business of—

putting up preserved meat or food products prepared from animal fat.

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.		Improvers.
			WAGES.		WAGES.
				Per week of 48 hours.	
Margarine maker	70s.	48	16 years of age	12s. 6d.	Same as apprentices.
First kitchen or table hand	64s.	48	17 " "	15s. 0d.	
Boner			18 " "	30s. 0d.	
Assistant preserver			19 " "	35s. 0d.	
Potman			20 " "	42s. 6d.	
Foreman packer	56s.	48	PROPORTION (in any factory or place).		PROPORTION (in any factory or place).
All other adults			One apprentice to three or fraction of three workers receiving not less than 56s. per week of 48 hours.		One improver to three or fraction of three workers receiving not less than 56s. per week of 48 hours.
JUVENILE WORKERS.					
Persons under 21 years of age (other than apprentices or improvers) employed at labelling, stencilling, or placing bridges or tops on tins—					
Under 17 years of age	12s. 6d.	48			
17 " "	15s.	48			
18 " "	25s.	48			

Time of Beginning.

Time of Ending.

TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work for all persons, other than a potman or potman's assistants, shall be } 7 a.m. 12.30 p.m. on Saturday.
} 7 a.m. 7 p.m. on the other working days of the week.

OVERTIME.—That the following rates shall be paid for over-time:—

Potman or potman's assistants—	For all work done in excess of 48 hours	Time and a quarter.
	All others—	
	Outside the hours fixed for time of beginning and ending work	} Time and a quarter.
	Within the hours fixed for time of beginning and ending work in excess of 48 hours	

CASUAL LABOUR (now defined by section 141, sub-section 4, Act 2650, as work during any week for not more than one-half the maximum number of hours fixed by the Board).—Workers employed on casual work shall be paid at the rate of time and a half.

SPECIAL RATES.—That double time shall be the special rate for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, Christmas Day, and Boxing Day, and time and a half for all work done on Foundation Day (26th January), Eight Hours Day (21st April), and King's Birthday (3rd June), but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(94.) MEN'S CLOTHING.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business of a seller of any article of men's or boys' clothing, mercery, or wearing apparel, including underclothing, hats, and caps, but not including boots or shoes" (being a business usually or frequently carried on in a shop), has made the following Determination, viz. :—

(1) That on the 7th day of November, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(94.) MEN'S CLOTHING—*continued.*

(2)

Apprentices or Improvers.							Juvenile Workers, <i>i.e.</i> , Persons under 21 years of age (other than Apprentices or Improvers) employed in Parcels Office or as Parcel Boys or Helpers.	Other Employees.	
Wages per Week of 48 Hours.								Wages per Week of 48 Hours.	
Experience.	Commencing Age.						Wages per Week of 48 Hours.	<i>s. d.</i> Manager (other than depart- mental manager), <i>i.e.</i> , a person intrusted with the control or superintendence of a branch shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the manage- ment of the said branch shop 80 0 Departmental manager, <i>i.e.</i> , a person in control of 3 or more persons 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the manage- ment of such Department .. 80 0 Pattern-men, assemblers, or salesmen— 21 years of age .. 50 0 22 years of age .. 60 0 23 to 59 years of age .. 75 0 60 years of age or over .. 60 0 Travellers, who are in any way connected with the sale of goods .. 75 0 Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods .. 75 0 Foreman packer or storeman, <i>i.e.</i> , a person in control of 4 or more packers or store- men, notwithstanding he may be under the orders of a superior who does not devote his whole time to the manage- ment of such Department .. 70 0 Packers or storemen .. 62 6 Helpers employed— Between 7.30 a.m. and 11 p.m. .. 60 0 Between 11 p.m. and 7.30 a.m. 76 0 Porters .. 60 0	
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.				s. d.	s. d.
1st year—							15 years of age or under .. 11 6		
1st 6 months ..	11 6	11 6	15 0	20 0	20 0	25 0	16 years of age 15 6		
2nd 6 months ..	11 6	11 6	15 0	20 0	20 0	32 6	17 " " 20 0		
2nd year—							18 " " 26 6		
1st 6 months ..	15 6	16 6	22 6	27 6	30 0	40 0	19 " " 33 0		
2nd 6 months ..	15 6	16 6	22 6	27 6	30 0	45 0	20 " " 40 0		
3rd year—									
1st 6 months ..	20 0	24 0	30 0	40 0	40 0	50 0			
2nd 6 months ..	20 0	24 0	30 0	40 0	50 0	57 6			
4th year ..	26 6	32 6	40 0						
5th year ..	33 0	40 0							
6th year ..	40 0								

PROPORTION (in any Shop or Place).

APPRENTICES.

One apprentice to every three or fraction of three workers receiving not less than 50s. per week of 48 hours.

IMPROVERS.

One improver to each person receiving not less than 75s. per week of 48 hours.

(3) OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(4) CASUAL LABOUR.—Casual employees (*i.e.*, persons employed during any week for not more than 24 hours) shall be paid at the rate of time and a half.

(5) SPECIAL RATES.—Time and a half shall be the special rate for all work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(95.) MILLET BROOM.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in the process, trade, or business of millet broom making," has made the following Determination, namely:—

(1) That on the 20th day of December, 1918, the last previous Determination of this Board shall be revoked, and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.	
WAGES.		Per week of 48 hours.	PROPORTION in any Factory or Place.	WAGES.	
	<i>s. d.</i>				Per week of 48 hours.	s. d.
1st year ..	15 0		One apprentice and one improver to every three or fraction of three workers receiving not less than 68s. 6d. per week of 48 hours, or full piece-work prices.	Head sorter (<i>i.e.</i> , a man who takes charge of a bench and who does the principal parts or the whole of the sorting) ..	80 0
2nd " ..	17 6			All others ..	68 6
3rd " ..	22 6				
4th " ..	30 0				
5th " ..	40 0				

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(95.) MILLET BROOM— <i>continued.</i>				

(3) OVERTIME.—That any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a quarter.

(4) SPECIAL RATES.—All work done on Sundays, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, and Boxing Day shall be paid for at the rate of time and a half; but if any other day be by Act of Parliament or proclamation substituted for any of the above days then the special rate shall be payable only for the day so substituted.

(5) PIECE-WORK PRICES.—A schedule of piece-work prices has been fixed by the Board.

MILLINERS.—*This Determination is now superseded by that of the Headwear Board. (See No. 77.)*

(96.) MINERS (COAL).
(Present Determination in force from 2.6.13.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the business or occupation (other than fireman, boiler attendant, or engine-drivers) of mining for coal.

	WAGES.		WAGES.	
	Per week of 48 hours.	Per week of 48 hours.	When employed below the surface—	When employed on the surface—
Shaft-sinkers (in dry shafts) ..	66s.	48		
„ (in wet shafts) ..	66s.	36		
Machine-men ..	63s.	48	1st year's experience ..	15s.
Second men on machines ..	58s.	48	2nd year's experience ..	20s.
Miners ..	60s.	48	3rd year's experience ..	25s.
Miners working in wet places, i.e., where a miner is standing or lying in water, or when water drips on him in sufficient quantities to be detrimental to him in his work ..	65s.	48	4th year's experience ..	30s.
Pit-bottomers ..	49s.	48	5th year's experience ..	35s.
Set-riders ..	49s.	48	6th year's experience ..	40s.
Clippers (underground) ..	49s.	48		
Pumpers ..	46s.	48		
Water balers ..	43s.	48		
Wheelers ..	50s.	48		
Roadmen ..	55s.	48		
Brushers ..	60s.	48		
Timbermen and Repairers ..	60s.	48		
Furnace-men ..	46s.	48		
Stone-drive-men ..	60s.	48		
Winch-drivers ..	49s.	48		
Labourers (underground) ..	49s.	48		
Shovellers ..	48s.	48		
Fillers working with coal getters ..	60s.	48		
Fillers not working with coal getters ..	48s.	48		
Braoemen ..	50s.	48		
Screen hands ..	46s.	48		
Shunters ..	44s.	48		
Tippera ..	44s.	48		
Labourers (surface) ..	45s.	48		
Blacksmiths ..	60s.	48		
Blacksmiths' strikers ..	45s.	48		
Weighmen ..	50s.	48		
Clippers (surface) ..	44s.	48		
Carpenters ..	60s.	48		
Skip-repairers ..	51s.	48		

OVERTIME.—Any time worked in excess of the maximum number of hours as fixed by this Determination shall be paid for at the rate of time and a quarter for the first two hours and thereafter time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on—

(a) Sundays;

(b) On the undermentioned public holidays (that is to say):—

Good Friday;

Easter Monday;

New Year's Day,

Eight Hours Day,

Christmas Day,

Boxing Day,

or such other day as may by authority of Act of Parliament or proclamation be observed as a public holiday in lieu thereof

shall be paid for at the rate of time and a half.

PIECE-WORK.—This Board has determined that the employer may fix piece-work prices to be based on the wages rates determined.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

Board.	Wages.			Apprentices.	Improvers.
	Mining District of Ararat.	Mining District of Gippsland: and the Dry Creek, Gafney's Creek, Wood's Point, Big River, Jamieson, Mitta Mitta, Bathanga, Harriettville, and Corryong Divisions of the Mining District of Beechworth.	All other parts of Victoria.		
(97.) MINERS (GOLD)*—continued.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.		
ALLUVIAL.	£ s. d.	£ s. d.	£ s. d.		
Blacksmiths	3 4 0	3 8 9	3 4 0		
Bracemen	2 15 0	2 19 0	2 15 0		
Carpenters	3 3 0	3 7 9	3 3 0		
Drivers—					
Horse, underground	2 11 0	2 14 9	2 11 0		
Horse, at whims or whips	2 11 0	2 14 9	2 11 0		
Motor, underground	2 11 0	2 14 9	2 11 0		
Miners, rising or shaft or winze sinkers—					
Machine labour	3 9 0	3 14 0	3 9 0		
Hand labour	3 7 0	3 12 0	3 7 0		
Other miners—					
Machine labour	3 5 0	3 6 6*	3 2 0		
Hand labour	3 5 0	3 4 6	3 0 0		
Pitmen	3 10 0	3 7 9	3 3 0		
Platmen	2 15 0	2 19 0	2 15 0		
Puddlers	2 11 0	2 14 9	2 11 0		
Puddling machinemen	2 12 0	2 15 10	2 12 0		
Reef-drivers—					
Machine labour	3 7 6	3 6 6	3 2 0		
Hand labour	3 7 6	3 4 6	3 0 0		
Rock-drill men	3 6 0	..	..
Shift bosses	3 10 0	3 9 0	3 4 0		
Stulcomen-in-charge	3 10 0	3 11 0	3 6 0		
Tailings-dam men	2 11 0	2 14 9	2 11 0		
Timber cutters	2 19 0	3 3 0	2 19 0		
Timber repairers	3 3 0	3 7 9	3 3 0		
Truckers	2 14 0	2 18 0	2 14 0		
All others	2 9 0	2 12 8	2 9 0		

Any employec, with the exception of shaftmen, working in wet ground, that is ground where a man working therein underground under ordinary and usual conditions, must in the performance of his work—

(i) be wetted continuously from the feet to the knees; or

(ii) be wetted above the waist in the course of a shift through working clothes other than oilskins or other waterproof clothing by water settling in or falling or dripping from the mine,

shall be paid in addition to the above rates an extra wages rate of 6s. per week of 48 hours: and shaftmen working in any such ground shall be paid at the rate of time and a quarter.

JUVENILE WORKERS.—Males under 16 years of age employed as blanket boys, 20s. per week of 48 hours.

OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

CASUAL LABOUR.—Casual employecs, i.e., persons who are employed during any week for not more than 24 hours shall be paid at the rate of time and a half.

SPECIAL RATES FOR SUNDAY AND PUBLIC HOLIDAYS.—Time and a half shall be the special rate for all work done on Sunday, New Year's Day, 21st April (Eight Hours Day), Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

* There are Commonwealth awards for this occupation.

MINING ENGINE-DRIVERS.—(See No. 53.)

(98.) MOTOR DRIVERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed "to determine the lowest prices or rates which may be paid to persons employec—

(1) driving or cleaning mechanically-propelled passenger vehicles, hired or plying for hire;

(2) cleaning mechanically-propelled vehicles of any kind in places where such vehicles are kept for hire;"

has made the following Determination, namely:—

On the 27th July, 1915, the powers of the Motor Drivers Board were extended to enable it to fix the lowest prices or rates which may be paid to persons employed as conductors in connexion with mechanically-propelled passenger vehicles hired or plying for hire.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(98.) MOTOR DRIVERS—*continued.*

(1) That on the 17th August, 1917, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.			
WAGES.		WAGES.		Within the Metropolitan District.		Outside the Metropolitan District wherever this Determination Applies.	
	Per week of 60 hours.		Per week of 60 hours.				
1st year's experience..	15s.	1st year's experience..	20s.				
2nd " " "	20s.	2nd " " "	25s.				
3rd " " "	25s.	3rd " " "	35s.				
4th " " "	30s.	4th " " "	40s.				
PROPORTION.		PROPORTION.		Wages.		Wages.	
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.		Per week of 60 hours.	Per week of 60 hours.	Per week of 48 hours.	Per week of 48 hours.
				60s.	55s.	60s.	55s.
				Per week of 48 hours.	Per week of 48 hours.	55s.	52s. 6d.
				60s.	55s.		
				55s.			
				Drivers of vehicles having seating accommodation for not more than nine passengers			
				Drivers of vehicles having seating accommodation for more than nine passengers			
				All others			

(3) OVERTIME.—Any employee who in any week works for any time in excess of the hours fixed as a week's work shall be paid for such extra time at the rate of time and a quarter.

(4) CASUAL LABOUR.—Casual employees, *i.e.*, persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a half.

(5) SPECIAL RATES.—Time and a quarter shall be the special rate for all work done on Christmas Day, Good Friday, Eight Hours Day (21st April); but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(99.) MUSICAL INSTRUMENTS. (Determination not yet made.)

NOTE.—This Determination applies to the whole of the State.

This Board was appointed to "determine the lowest prices or rates which may be paid to any persons employed in manufacturing any musical instrument of which wood forms a part."

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(100.) NAILMAKERS.				
(Present Determination in force from 1.1.17.)				
This Board was appointed to "determine the lowest prices or rates which may be paid to any persons employed in the process trade, or business of—				
(a) making nails;				
(b) weaving wire-netting or barbed wire;				
(c) galvanizing."				
On 19th August, 1913, the power to fix rates for persons employed as storemen, packers, or sorters in connexion with the trade or business of nailmaking was taken from the Storemen, Packers, and Sorters Board and conferred on the Nailmakers Board.				
Barb wire tool sharpener or machinist	57s.	48	WAGES.	
Galvanizer	66s.	48	Per week of 48 hours.	
Nail setter up	60s.	48		
Nail tool sharpener	63s.	48		
Pickler	61s.	48		
Assistant pickler	56s.	48		
Polisher.. ..	54s.	48		
Storeman	56s.	48		
Swinger	54s.	48		
All others	51s.	48		
			WAGES.	
			Per week of 48 hours.	
			s. d.	
1st year's experience			10	0
2nd " " "			15	0
3rd " " "			20	0
4th " " "			25	0
5th " " "			32	6
6th " " "			42	6
			s. d.	
1st year's experience			12	0
2nd " " "			17	6
3rd " " "			23	0
4th " " "			32	6
5th " " "			40	0
6th " " "			47	6
			PROPORTION.	
One apprentice to every three or fraction of three workers receiving not less than 51s. per week of 48 hours.			One improver to every four or fraction of four workers receiving not less than 51s. per week of 48 hours.	

JUVENILE WORKERS.

Persons under 21 years of age (other than apprentices or improvers) employed in attending nail-rolling machines, attending roofing nail-heading machines, attending horseshoe nail-heading machines, attending horseshoe nail-pointing machines, assisting polisher, brushing off, drying, filling ladles, packing, saw-dusting, scrubbing, sorting, washing, watching nail machines, or wiring nail machines—

1st year's experience	12s.	48
2nd " " "	17s. 6d.	48
3rd " " "	23s.	48
4th " " "	32s. 6d.	48
5th " " "	40s.	48
6th " " "	47s. 6d.	48

OVERTIME.—Any employee who works in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a half.

SPECIAL RATES.—Time and a half shall be the rate paid for all work done on Sundays, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable for work done on the day so substituted.

PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(101.) NIGHT WATCHMEN.

NOTE.—(a) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

(b) Section 217 of the *Factories and Shops Act 1915* provides that "any person employed as a watchman shall be granted one holiday in every week."

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a night watchman," has made the following Determination, namely:—

(1) That on the 1st October, 1918, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.					Other Employees.		
WAGES.					WAGES.		
					Per week of 72 hours.		
1st year	..	..	..	..	Night watchman employed—		
2nd year	..	..	..	..	On a wharf or on a vessel thereat	..	..
3rd year	..	..	..	..	As a Block Watchman, i.e., engaged patrolling on foot outside, watching a block of buildings or two or more buildings with two or more occupiers	..	72s.
					At a wheat stack	..	..
					Night watchman who does manual work in addition to watching	..	66s.
					Night watchman not provided for above	..	60s.
NUMBER (by any employer).							
One apprentice and one improver to every three or fraction of three workers receiving not less than 60s. per week of 72 hours.							

(3) OVERTIME.—Any time worked in excess of 72 hours shall be paid for at the rate of time and a quarter for the first two hours, and thereafter time and a half.

(4) CASUAL LABOUR.—Casual employees, i.e., persons employed during any week for not more than 36 hours, shall be paid at the rate of time and a half.

(5) SPECIAL RATES.—Time and a quarter shall be the special rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), and Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(102) OFFICE CLEANERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person employed as Office Cleaner in any building in which any process, trade, business, or occupation is carried on, has made the following Determination, namely:—

(1) That on the 8th March, 1919, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.					Other Employees.		
MALES.					WAGES.		
					Per week of 48 hours.		
1st year	..	..	..	..	Cleaners in charge of 1, 2, 3, 4, or 5 cleaners	..	65s.
2nd "	..	..	..	..	" " 6 or more cleaners	..	70s.
3rd "	..	..	..	..	Other cleaners	..	60s.
PROPORTION.							
Apprentices.					Females.		
One male apprentice to every three or fraction of three male workers receiving not less than 60s. per week of 48 hours.					Per week of 30 hours.		
Improvers.					Cleaners in charge of 1, 2, 3, 4, or 5 cleaners		
One male improver to every five male workers receiving not less than 60s. per week of 48 hours.					" " 6 or more cleaners		
					Other cleaners		
FEMALES.							
WAGES.					Per week of 30 hours.		
1st year	..	..	..	..	12s. 6d.		
2nd "	..	..	..	..	15s.		
3rd "	..	..	..	..	20s.		
PROPORTION.							
Apprentices.							
One female apprentice to every three or fraction of three female workers receiving not less than 30s. per week of 30 hours.							
Improvers.							
One female improver to every ten female workers receiving not less than 30s. per week of 30 hours.							

(3) TIMES OF BEGINNING AND ENDING WORK.—

(a) For Males (other than casual employees)—

Times of Beginning.

6 a.m.

6 a.m.

Times of Ending.

1 p.m. on the day on which the half-holiday is usually observed.

6 p.m. on the other working days of the week.

(b) For Females (other than casual employees)—

6 a.m.

6 a.m.

9.30 a.m. on the day on which the half-holiday is usually observed.

9 p.m. on the other working days of the week.

(4) OVERTIME.—That the following rates shall be paid for overtime:—

Outside the hours fixed in Clause 3

Time and a half.

Within the hours fixed in Clause 3 in excess of the number of hours as fixed for a week's work

Time and a quarter.

(5) CASUAL LABOUR.—Casual employees, i.e., persons who are employed during any week for not more than one half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a third.

(6) SPECIAL RATES.—Double time shall be the rate for all work done on Sundays, Good Friday, 21st April (Eight Hours Day), or Christmas Day; and time and a half shall be the rate for all work done on New Year's Day, 26th January (Foundation Day), King's Birthday, Boxing Day, or Easter Monday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(103.) OPTICIANS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any persons employed in manufacturing or mounting optical lenses or their frames," has made the following Determination, namely:—

(1) That on the 22nd February, 1918, the previous Determination of this Board shall be revoked and replaced by this Determination.

Apprentices.			Improvers.			Other Employees.			
WAGES.			WAGES.			WAGES.			
	Per week of 46½ hours.			Per week of 46½ hours.		Per week of 46½ hours.			
1st year ...	10s.		1st year —		Foreman, i.e., man in charge of three or more employees ...	80s.			
2nd year ...	15s.		1st 6 months ...	10s.	Optical workers and repairers ...	72s.			
3rd year ...	20s.		2nd 6 months ...	12s. 6d.					
4th year ...	25s.		2nd year ...	17s. 6d.					
5th year ...	35s.		3rd year ...	22s. 6d.					
6th year ...	50s.		4th year ...	30s.					
PROPORTION (in any factory, shop, or place).			PROPORTION (in any factory, shop, or place).						
One apprentice to every two or fraction of two workers receiving not less than 72s. per week of 46½ hours.			One improver to every two workers receiving not less than 72s. per week of 46½ hours.						
An indenture of apprenticeship prescribed was approved on 15th December, 1914.									

(3) TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.

Time of Ending.

8 a.m.

...

...

1 p.m.

...

6 p.m.

...

...

8 a.m.

...

...

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...

(4) OVERTIME.—That the following rate shall be paid for all work done:—

(a) Outside the hours fixed in Clause (3) ...

Time and a quarter.

(b) Within the hours fixed in Clause (3) in excess of 46½ hours in any week ...

(5) SPECIAL RATES.—That double time shall be the special rate for all work done on Sunday, 26th January (Foundation Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Eight Hours Day), King's Birthday, Christmas Day, Boxing Day, New Year's Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(104.) ORGAN.

(Present Determination in force from 6.6.10.)

Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
58s.	48	1st year's experience ... 6s.	Same as apprentices.
		2nd year's experience ... 7s. 6d.	
		3rd year's experience ... 10s.	PROPORTION (in any factory, shop, or place).
		4th year's experience ... 15s.	One improver to every three adult persons, or fraction thereof, and receiving not less than 58s. per week of 48 hours.
		5th year's experience ... 20s.	
		6th year's experience ... 25s.	
		7th year's experience ... 30s.	
6s.	48	and thereafter the minimum wage determined by the Board.	

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a builder of pipe organs."

(105.) OVENMAKERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than moulders) employed in the process, trade, or business of a maker of ovens, stoves, or parts thereof, has made the following Determination, namely:—

(1) That on the 10th day of April, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices or Improvers.						Juvenile Workers, i.e., persons under 21 years (other than apprentices or improvers) employed on drilling machines drilling holes up to and including 9-16-inch diameter, or cutting off or screwing pipes.		Other Employees (Including Repairers).	
Wages per week of 48 hours.								Wages per week of 48 hours.	
Commencing age—									
14 years.		15 years.		16 years.		17 years.		18-20 years.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year	12 0	17 0	22 6	28 0	33 6	15 0	20 0	Blacksmiths	67 0
2nd "	17 0	22 6	28 0	33 6	42 6	16 "	26 0	Coppersmiths who braze	78 0
3rd "	22 6	28 0	33 6	42 6	54 0	17 "	32 0	Coppersmiths who do not braze	70 0
4th "	28 0	33 6	42 6	54 0	..	18 "	37 0	Electroplaters in charge of electroplating plant	76 0
5th "	33 6	42 6	54 0	..	..	19 "	45 6	Electroplaters' assistants	67 0
6th "	42 6	54 0	..	..	..	20 "	57 6	Grinders or polishers	70 0
7th "	54 0	..	..	..	..			Persons fettling or dressing with consolidated emery wheels	66 0
PROPORTION Apprentices.								Persons engaged on bending, bolting, drilling, punching, riveting, assembling or fitting in connexion with—	
One apprentice to every three or fraction of three workers receiving not less than 62s. per week.								(a) Colonial, side, or selectors ovens	
PROPORTION Improvers.								(b) Laundry, heating, or gas stoves	
One improver to every two or fraction of two workers receiving not less than 70s. per week.								(c) Cooking stoves or portable ranges not more than 3 ft. 6 in. in length	
								(d) any other cooking or heating apparatus—	
								(i) Inside employer's factory	
								(ii) Outside employer's factory—repair work—	
								Between 7.30 a.m. and 6 p.m.	
								" 6 p.m. and 7.30 a.m.	
								Labourers, truckers, or blackers	

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(105.) OVENMAKERS—*continued.*

(3) OVERTIME.—Any male employce over the age of sixteen years who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a quarter.

(4) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(5) PIECE-WORK.—The Board determines under the provisions of sub-sections (1) and (2) of section 144 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person employed in the process, trade, or business of a maker of ovens, stoves, or ranges, or parts thereof, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

(106.) PAINTERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District, as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Hamilton, Newtown and Chilwell, Oakleigh, and Sebastopol; the shire of Moorabbin; and Moorpanyal Riding of the shire of Corio.

The powers of this Board were altered on 20.1.19, so that it can now determine the lowest prices or rates which may be paid to any persons employed in the process trade or business of—

- (a) Painting, other than ship painting or painting under the jurisdiction of any Special Board heretofore appointed or hereafter to be appointed;
(b) Paperhanging."

(1) That on the 4th November, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.		OTHER EMPLOYEES.	
WAGES.		Apprentices.	Improvers.
		Per week of 48 hours.	Per week of 48 hours.
		<i>s. d.</i>	<i>s. d.</i>
1st year's experience	.. .. .	7 6	12 6
2nd " "	.. .. .	12 6	20 0
		Per week of 44 hours.	Per week of 44 hours.
3rd " "	.. .. .	17 6	25 0
4th " "	.. .. .	25 0	35 0
5th " "	.. .. .	35 0	45 0

WAGES per hour.		Wages per week of 44 hours.
<i>s. d.</i>		<i>s. d.</i>
Grainers, painters, paper-hangers, or signwriters		1 8 73 4

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three workers or fraction thereof receiving not less than 73s. 4d. per week of 44 hours.
An amended indenture of apprenticeship prescribed was approved on 4th April, 1916.

Improvers.

One improver to three
Two improvers to six
Three improvers to twelve, and thereafter one additional improver to every twelve additional } workers receiving not less than 73s. 4d. per week of 44 hours.

(3) TIME OF BEGINNING AND ENDING WORK.—The time of beginning and ending work for any person (other than an apprentice or improver in his 1st or 2nd year at the trade) shall be:—

Time of Beginning.	Time of Ending.
8 a.m.	12 noon on Saturdays, and
8 a.m.	5 p.m. on the other working days of the week.

(4) OVERTIME.—The following rates shall be paid for all work done:—

Outside the times of beginning and ending work } Time and a half.
Within the times of beginning and ending work, in excess of 44 hours in any week }

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sundays, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) DEFINITIONS.—A "Centre" shall mean the point from which distances shall be calculated, and such distances shall be measured in a straight line.

The "Metropolitan Area" shall mean the area included within a radius of 12 miles from the General Post Office, Melbourne.

A "Country Area" shall mean any municipal area beyond a radius of 12 miles from the General Post Office, Melbourne.

An employer may select as his "centre" either—

- His usual permanent place of business; or
His usual place of residence.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(106.) PAINTERS—*continued.*

Having selected his centre, he shall notify the Chief Inspector of Factories of such selection within 21 days of the coming into force of this Determination, and the same shall be regarded as his centre.

Any employer establishing a business subsequent to the coming into force of this Determination shall within 21 days give notice to the Chief Inspector of Factories of his selection of a centre.

Any employer in the metropolitan area failing to indicate his centre shall be deemed to have selected the General Post Office, Melbourne, as his centre.

Any employer in a country area failing to indicate his centre shall be deemed to have selected the principal post office of the municipality in which he resides as his centre.

If an employer desires to establish an additional centre, or to alter his centre, he shall give three months' notice to the Chief Inspector of Factories of his intention to establish such additional centre or to alter his centre, as the case may be, and the premises must be in *bonâ fide* use for the general purposes of his business.

Where an employer, who has no centre within the "Metropolitan Area," undertakes work therein, his centre shall be the General Post Office, Melbourne, for men hired within that area.

Where an employer, who has no centre within a "Country Area," undertakes work therein, his centre shall be the principal post office of such area for men hired within that area.

"Local work" shall mean all work within a radius of 12 miles from a centre.

"Distant work" shall mean all work without a radius of 12 miles from a centre.

(7) ALLOWANCES.—The following extra rates shall be paid to any person on—

A. "Local" work:

(1) On all work distant from a centre $1\frac{1}{2}$ miles and up to 3 miles, $\frac{1}{2}$ d. per hour extra;

(2) On all work distant from a centre over 3 miles and up to 5 miles, 1d. per hour extra;

(3) On all work distant from a centre over 5 miles and up to 12 miles, $1\frac{1}{2}$ d. per hour extra.

Provided always that if an employer supplies the means of transit (otherwise than by tram, train, or other public conveyance) for his employees to and from their work daily, while engaged on this class of work, he shall not be required to pay such extra rates.

The above-mentioned allowances to be paid notwithstanding that men are hired at the place where the work is to be carried out.

B. "Distant" work:—

On all work distant from a centre over 12 miles, 1s. 10d. per day or 11s. per week extra, or in lieu of such extra payment, at the option of the employer, suitable board and lodging may be provided.

TOOLS AND APPLIANCES.—Each painter shall provide himself with an ordinary dusting brush and all necessary stripping and stopping knives, hammer, hacking knife, screwdriver, and glazing knife.

Each paperhanger shall provide himself with a lay-brush, scissors, rule, plumb-bob, chalk-line, trimming knife (if he requires such an instrument), hammer, hacking knife, screwdriver, glazing knife, and also with surface and joint rollers.

Each signwriter shall provide himself with a mahl-stick, rule, straight edge, chalk line, pencils and gilding cushion, mop, knife, and tip.

If any employee is required to provide any tools or appliances other than those enumerated above, 6d. per hour in addition to the ordinary rates shall be paid by the employer.

The employer shall supply all tools necessary for the use of apprentices and improvers.

(107.) PAPER.

NOTE.—This Determination applies to the whole of the State of Victoria.

This Board which was appointed to "determine the lowest prices or rates which may be paid to any persons employed making paper, cardboard, carpet felt, or any similar products," has made the following Determination, namely:—

(1) That on the 10th day of January, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.	
Age.	Wages per week of 48 hours.			WAGES PER WEEK OF 48 HOURS.	
	Males.	Females.			
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	(1) MALES EMPLOYED ON PAPER OR BOARD MACHINES IN THE WORK OF MAKING CARDBOARD.
Under 17 years ...	15	0	12	6	Machineman ... 66s.
17 years ...	20	0	15	0	Beaterman where a kollergang is not employed ... 66s.
18 ,, ...	24	0	15	0	Beaterman where a kollergang is employed ... 60s.
19 ,, ...	28	0	18	0	Beard paster in charge of more than two other board pasters ... 60s.
20 ,, ...	30	0	18	0	Head boilerman, head finisher, or head kollergangman ... 60s.
					Guillotineman, head yardman, or head strawcutter ... 57s.
					All others ... 54s.
Apprentices.					
PROPORTION (in any factory or place).					
MALES.					
One male apprentice to every three or fraction of three male workers receiving not less than 54s. per week of 48 hours.					
FEMALES.					
One female apprentice to every three or fraction of three female workers receiving not less than 27s. per week of 48 hours.					
Improvers.					
PROPORTION (in any factory or place).					
MALES.					
Three male improvers to every five or fraction of five male workers receiving not less than 54s. per week of 48 hours.					
FEMALES.					
Three female improvers to every five or fraction of five female workers receiving not less than 27s. per week of 48 hours.					
				(2) MALES EMPLOYED IN ANY OTHER WORK.	
				Paper-machine man or beaterman ...	72s.
				Breakerman ...	60s.
				Head finisher... ..	60s.
				Assistant finishers	57s.
				Head ragcutter	60s.
				Assistant ragcutters	57s.
				Bleach houseman, boilerman, glazing machineman, guillotineman, papercutter in charge, lining machineman in charge, ripping and rewinding machineman, or head yardman ...	57s.
				All others	54s.
				FEMALES EMPLOYED IN ANY OTHER WORK.	
				Females	27s.

(3) OVERTIME.—Any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a quarter.

(4) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Time and a half shall be the special rate payable for all work done on Sundays, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(108.) PAPER BAG TRADE.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of paper bags" has made the following Determination, namely:—

(1) That on the 10th day of March, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.				Improvers.				Other Employees.			
WAGES.				WAGES.				WAGES.			
Per week of 48 hours.				Per week of 48 hours.							
Male.		Female.		Male.		Female.					
s.	d.	s.	d.	s.	d.	s.	d.				
1st year ..	12	0	12	0	1st year ..	14	6	Machinists working—			
2nd ..	14	6	14	6	1st 6 months ..	14	6	Two or more machines 75 0			
3rd ..	17	0	17	0	2nd 6 ..	17	0	One machine 70 0			
4th ..	20	0	20	0	2nd year ..	19	0	Guillotine cutters 66 0			
5th ..	25	0	..	..	3rd ..	23	0	Female machine minder controlling machine			
PROPORTION, in any factory or place.				PROPORTION, in any factory or place.							
<i>Males.</i>				<i>Males.</i>							
One male apprentice to every two or fraction of two male workers receiving not less than 66s. per week of 48 hours.				Two male improvers to each male worker receiving not less than 66s. per week of 48 hours.				without assistance 33 0			
<i>Females.</i>				<i>Females.</i>				Females with over four years' experience .. 30 0			
One female apprentice to every two or fraction of two female workers receiving not less than 30s. per week of 48 hours.				Two female improvers to each female worker receiving not less than 30s. per week of 48 hours.				Females engaged in the manufacture of hand-made bags Piece-work prices only			
Apprentices employed in the manufacture of hand-made bags to be paid piece-work prices only.				Improvers employed in the manufacture of hand-made bags to be paid piece-work prices only.							
An indenture of apprenticeship prescribed was approved on 8th March, 1911.											

(3) OVERTIME.—Any person who works for any time in excess of 48 hours in any week to be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(5) PIECE-WORK.—A schedule of piece-work prices for certain classes of work has been fixed by the Board, which has also determined as to other classes that the employers may fix piece-work prices to be based on the wages rates determined.

(109.) PASTRYCOOKS.*

NOTE.—This Determination, on the 21st April, 1919, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Act 1915, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a pastrycook has made the following Determination, namely:—

(1) That on the 21st April, 1919, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Adults.			
Wages.				Wages.			
Per week of 48 hours.				Per week of 48 hours.			
Male.		Female.		Male.		Female.	
s.	d.	s.	d.	s.	d.	s.	d.
1st six months' experience ..	11	6	..	..	..	..	..
2nd ..	14	6	..	..	..	..	87 0
3rd ..	17	6	..	..	..	..	80 0
4th ..	20	0	..	..	..	..	73 0
5th ..	23	0	..	..	..	..	Per week of 52 hours.
6th ..	26	0	..	..	..	..	66 6
7th ..	29	0	..	..	..	..	63 0
8th ..	32	0	..	..	..	..	60 0
9th ..	37	6	..	..	..	..	Per hour.
10th ..	46	0	..	..	..	..	30 9
PROPORTIONATE NUMBER.				Fore-hand, i.e., a person who is in charge of a bakehouse or bakehouses in adjacent buildings under one employer 87 0			
<i>Apprentices.</i>				Single-hand, i.e., a person who is in charge of a bakehouse or workroom with no pastrycook, ornament, or ornamental worker under his or her charge .. 80 0			
One apprentice to every two or fraction of two workers receiving not less than the minimum wage.				Pastrycooks, ornamenters, or ornamental workers .. 73 0			
An indenture of apprenticeship prescribed was approved on 15th February, 1916.				Persons engaged for the whole of their working time in the delivery and sale of pastry 66 6			
<i>Improvers.</i>				Persons engaged solely in the delivery of pastry .. 63 0			
One improver to the first three adults receiving not less than 73s. per week of 48 hours, and thereafter one improver to every four additional such adults.				All other males 60 0			
				Females engaged in general work 30 9			
				Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work .. 1 9			

* There is a Commonwealth agreement for this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(110.) PERAMBULATOR—*continued.*

(3) TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
7.45 a.m.	12.30 p.m. on the day on which the half-holiday is usually observed.
7.45 a.m.	5.30 p.m. on the other working days of the week.

(4) OVERTIME.

Within the hours fixed in Clause (3) in excess of 48 hours in any week Time and a quarter
 Outside the hours fixed in Clause (3)—

	On Saturday (or the day on which the half-holiday is usually observed).	On other days.
Between midnight and 7.45 a.m.	Double time	Double time
Between 12.30 p.m. and 5 p.m.	Time and a quarter	
Between 5 p.m. and midnight	Double time	
Between 5.30 and 9 p.m. .. .. .	.. .. .	Time and a quarter
Between 9 p.m. and midnight .. .. .	.. .. .	Time and a half

Provided that no apprentice or improver shall be employed working overtime at less than 6d. per hour.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(111.) PHOTOGRAPHERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any persons employed in the process of making photographs," has made the following Determination, namely:—

(1) That on the fourth day of March, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.

Experience.	Wages per Week of 48 Hours from 1st October to 30th April, and 44 Hours from 1st May to 30th September.						Number.
	Commencing Age—						
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.	
MALES.							APPRENTICES. One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
1st year	10 0	10 0	12 6	15 0	20 0	1st 6 months, 20 0	
2nd	12 6	15 0	17 6	22 6	30 0	2nd 6 months, 25 0	
3rd	17 0	22 0	26 0	31 0	45 0	35 0	
4th	23 6	29 0	33 6	.. .. .	.. .. .	45 0
5th	31 0	36 0	.. .. .	.. .. .	.. .. .	.. .. .
6th	38 6	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.
FEMALES.							
1st year	6 0	7 0	9 0	11 6	13 6	1st 6 months, 15 0	
2nd	9 0	10 0	12 6	14 6	17 6	2nd 6 months, 17 6	
3rd	13 0	14 0	16 6	19 0	22 6	20 0	
4th	16 0	17 0	19 6	.. .. .	.. .. .	22 6
5th	19 0	21 0	.. .. .	.. .. .	.. .. .	.. .. .
6th	22 0	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .

(3) OTHER EMPLOYEES.

	Wages per Week of 48 Hours from 1st October to 30th April, and 44 Hours from 1st May to 30th September.	
	Males.	Females.
	s. d.	s. d.
Operators—		
21 years of age	47 6	35 0
22	57 6	40 0
23 or over	67 6	45 0
Artists or colourists working up enlargements of sizes greater than 12 inches by 10 inches from original negatives or from copies of any size	65 0	40 0
Retouchers	65 0	32 6
Printers, enlargers, or developers	58 6	30 0
All others	55 6	26 0

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices	Improvers.
(112.) PICTURE FRAME— <i>continued.</i>				
(3) TIME OF BEGINNING AND ENDING WORK—				
Time of beginning.		Time of ending.		
7.30 a.m.	6 p.m. on each of five days of the week.		
7.30 a.m.	1 p.m. on the other working day of the week on which the half holiday is usually observed.		
(4) OVERTIME— Outside the time of beginning and ending work as herein fixed. } Time and a half. Within the time of beginning and ending work in excess of the hours fixed in this Determination as a week's work				
provided that no person shall be employed working overtime at less than 6d. per hour.				
(5) SPECIAL RATES. —Time and a half shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.				
(6) PIECE-WORK. —The Board determines, under the provisions of section 144 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.				

(113.) PLASTERERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than labourers) wheresoever employed in the process, trade, or business of a plasterer," has made the following Determination, namely:—

(1) That on the 12th November, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.		
WAGES.		WAGES.		WAGES.		
	Per week of 44 hours.		Per week of 44 hours.		Per hour.	Per week of 44 hours.
1st year's experience ..	10s.	Under 19 years of age ..	30s.	Men employed on underground sewer or tunnel plastering ..	2s. 0½d.	89s. 10d.
2nd year's experience ..	20s.	19 years of age ..	37s. 6d.	All other plasterers—		
3rd year's experience ..	30s.	20 years of age ..	45s.	Engaged upon work distant 2 miles or less from their centre ..	1s. 10d.	80s. 8d.
4th year's experience ..	40s.			Engaged upon work over 2 miles and not more than 6 miles distant from their centre ..	1s. 10½d.	82s. 6d.
5th year's experience ..	50s.			Engaged upon work over 6 miles and not more than 12 miles distant from their centre ..	1s. 11d.	84s. 4d.
6th year's experience ..	60s.			Engaged upon work over 12 miles and not more than 20 miles distant from their centre ..	1s. 11½d.	86s. 2d.
				Engaged upon work over 20 miles distant from their centre ..	2s. 1d.	91s. 8d.
PROPORTION (by any employer).		PROPORTION (by any employer).		Foremen, i.e., employees in charge of work and who issue instructions to those under them shall be paid as above, with 6s. per week additional.		
One apprentice to every three or fraction of three workers receiving not less than 80s. 8d. per week of 44 hours.		One improver to the first three workers, and thereafter one to every five additional workers receiving not less than 80s. 8d. per week of 44 hours.				
An indenture of apprenticeship was approved on 18th November, 1911.						

(3) **DEFINITION.**—A plasterer's "centre" shall mean the Melbourne General Post Office if the plasterer resides within a radius of 20 miles therefrom, and shall in all other cases mean the chief post office of the city, town, or borough in or nearest to which the plasterer resides.

(4) **TIME OF BEGINNING AND ENDING WORK.**—The time of beginning and ending work for persons (other than underground sewer or tunnel plasterers) shall be—

Time of Beginning.	Time of Ending.
7.45 a.m. .. .. .	.. .. . 12 noon on Saturday.
7.45 a.m. .. .. .	.. .. . 5.15 p.m. on the other working days of the week.

(5) **OVERTIME.**—That the following rates shall be paid to—

(a) Persons employed on underground sewer or tunnel plastering—
For work done in excess of 44 hours in any week Time and a quarter.

(b) Persons employed on any work other than underground sewer or tunnel plastering—
For work done within the hours fixed in clause 4 in excess of 44 hours in any week .. Time and a quarter.

For work done on Saturdays—

Between midnight and 7.45 a.m. .. .. .	.. .. . Double time.
Between 12 noon and 5 p.m. .. .. .	.. .. . Time and a half.
Between 5 p.m. and midnight .. .. .	.. .. . Double time.

For work done on any other working day—

Between 5.15 p.m. and 10.15 p.m. .. .. .	.. .. . Time and a half.
Between 10.15 p.m. and 7.45 a.m. .. .. .	.. .. . Double time.

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(114.) PLASTERERS (FIBROUS). (Present Determination in force from 14.10.16.)				

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing or finishing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling."

Manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement, or architectural modelling—	Minimum Wage.	Hours of Work per Week.	WAGES.		WAGES.	
			(Number of hours per week as fixed for respective sections of trade.)	(Number of hours per week as fixed for respective sections of trade.)	(Number of hours per week as fixed for respective sections of trade.)	(Number of hours per week as fixed for respective sections of trade.)
Persons over 21 years of age without previous experience—				<i>s. d.</i>		<i>s. d.</i>
1st year	48s.	48	1st year	9 0	Under 16 years of age ..	7 6
2nd "	54s.	48	2nd "	14 0	16 years of age ..	10 0
All others	66s.	48	3rd "	20 0	17 "	15 0
			4th "	27 6	18 "	20 0
			5th "	37 6	19 "	30 0
					20 "	40 0
Fixing or finishing fibrous plaster on walls or ceilings of buildings—			NUMBER (in any factory or place). One apprentice to every three or fraction of three workers receiving not less than 66s. per week of 48 hours.		NUMBER (in any factory or place). One improver to every three workers up to nine workers, and thereafter one improver to every additional four workers receiving not less than 66s. per week of 48 hours.	
Persons over 21 years without previous experience—						
1st year	48s.	44				
2nd year	54s. 1d.	44				
All others	66s.	44				

DEFINITION.—"Centre" shall mean the Melbourne General Post Office if the employee resides within a radius of 12 miles therefrom, and shall in all other cases mean the Post Office nearest to which the employee resides.

The following extra rates shall be paid to any person fixing or finishing fibrous plaster on the walls or ceilings of buildings:—

If engaged—

- Over 2 miles and not more than 6 miles from the Centre .. ½d. per hour extra.
- Over 6 miles and not more than 12 miles from the Centre .. 1d. " "
- Over 12 miles and not more than 20 miles from the Centre .. 1½d. " "
- Over 20 miles distant from the Centre 3½d. " "

	Time of Beginning.	Time of Ending.
TIMES OF BEGINNING AND ENDING WORK	{ 7.30 a.m.	{ 12 noon on Saturday.
	{ 7.30 a.m.	{ 5 p.m. on the other five working days.

OVERTIME.—The following rate shall be paid for all work done—

- (a) Outside the hours fixed as the times of beginning and ending work
 - (b) Within the hours fixed as the times of beginning and ending work in excess of the number of hours as fixed for a week's work
- } Time and a quarter.

SUNDAYS AND HOLIDAYS.—Double time shall be the special rate for all work done on Sundays, New Year's Day, 21st April (Eight Hours Day), Easter Monday, Good Friday, Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(115.) PLATE GLASS.

NOTE.—This Determination applies to the Metropolitan District; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of glazing or bevelling plate glass, or of silvering plate or sheet glass, or of embossing plate, sheet, or stained glass, or of cutting plate or stained glass, or of glazing stained glass in lead," has made the following Determination, namely:—

NOTE.—On 21st December, 1910, power was given to this Board to fix rates for persons (other than those subject to the Determination of the Woodworkers Board) "employed in the process, trade, or business of—

- (a) glazing or assisting in glazing any kind of glass (other than glazing stained glass in lead);
- (b) fixing leadlights or glass signs, or putting made-up glass into the window frames, window sashes, doors, or door frames of buildings;
- (c) cutting sheet glass or brilliants;
- (d) packing plate or sheet glass, including any labouring work in connexion with any operation subject to the Determination of the Plate Glass Board."

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(115.) PLATE GLASS—continued.

- (1) That on the 1st June, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.
 (2)

Apprentices or Improvers.		Juvenile Workers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per Week of 48 hours.		Per Week of 48 hours.		Per Week of 48 hours.
1st year	10s.	Under 15 years	10s.	Brilliant cutters	70s.
2nd "	15s.	Under 16 years	12s. 6d.	Other cutters ..	69s.
3rd "	20s.	Over 16 and under 18 years	15s.	Glaziers ..	69s.
4th "	25s.	Over 18 and under 21	25s.	Plate glass bevellers	70s.
5th "	35s.			Silverers of plate or sheet glass	70s.
PROPORTION (by any employer). Apprentices.				Pencil hand embossers	70s.
One apprentice to every three or fraction of three workers receiving not less than 55s. per week of 48 hours.				Men fixing lead lights, or glass signs, or putting made-up glass into the window frames, window sashes, doors, or door frames of buildings	60s.
Improvers.				Men assisting in glazing all kinds of glass	60s.
One improver to every five or fraction of five workers receiving not less than 55s. per week of 48 hours.				Men packing or unpacking all kinds of glass, or assisting the plate glass cutter	60s.
An indenture of apprenticeship prescribed was approved on 26th April, 1911.				Rubber-out embossers	60s.
				Men turning out lead from the mill for lead-light glaziers	55s.
				Cementers	55s.

(3) DEFINITION OF A JUVENILE WORKER.—A juvenile worker is a person under 21 years of age (other than an apprentice or an improver) employed at cleaning glass, assisting beveller in holding plates, carrying glass, packing glass, making packing cases for glass, cleaning workroom or shop, oiling machinery other than engines in motion, turning out lead from the mill for lead-light glaziers, or cementing, feeding-up, sifting and lifting sand.

(4) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning.	Time of Ending.
7.30 a.m.	12.15 p.m. on the day on which the half-holiday is observed, and
7.30 a.m.	5.30 p.m. on the other working days of the week.

(5) OVERTIME.—The following rates shall be paid for all work done :—

- (a) Outside the hours fixed as the times of beginning and ending work } Time and a half.
 (b) Within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week ..

(6) SPECIAL RATES.—Double time shall be the rate for all work done on Sundays, New Year's Day, Good Friday, Eight Hours Day (21st April), or Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(116.) PLUMBERS.

NOTE.—This Determination applies to the following parts of Victoria, namely :—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) Employed either inside or outside a factory or work-room in the process, trade, or business of a plumber or gasfitter;
 (b) Wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erection or repairing of buildings,

has made the following Determination, namely :—

(1) That on the 23rd December, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)—Apprentices.		Improvers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per week of 44 hours.		Per week of 44 hours.	Wages per hour.	Wages per week of 44 hours.
1st year	s. d.	16 to 17 years of age, or under	s. d.	Persons employed—	s. d. £ s. d.
2nd "	10 0	17, 18 years of age	15 0	(a) Where the artificial temperature is—	
3rd "	12 6	18, 19 "	17 6	Over 130° F.	3 7 7 17 8
4th "	17 6	19, 20 "	25 0	115° F., but not exceeding 130° F.	2 7 5 13 8
5th "	25 0	20, 21 "	35 0	(b) In connexion with ammonia coils in an artificial temperature of 50° F. or lower	2 7 5 13 8
6th "	32 6		50 0	(c) Lead burning or at lead work connected therewith	2 4 5 2 8
	45 0			(d) On old ships, i.e., ships that have done one trip or more	2 0 4 8 0
PROPORTION (within any factory or place).		PROPORTION (within any factory or place)		(e) At any other plumbing or gasfitting work	1 10 4 0 8
One apprentice to every two or fraction of two workers receiving not less than £4 0s. 8d. per week of 44 hours		One improver to four workers receiving not less than £4 0s. 8d. per week of 44 hours.			
An indenture of apprenticeship prescribed was approved on 16.1.11.		Two improvers to twenty and thereafter one additional improver to every twenty additional			

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(117.) POLISH.* (Present Determination in force from 19.12.13.)				

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of—

- (a) making moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish ;
- (b) grinding charcoal or coal dust."

In 1911 the powers of this Board were extended to "enable rates to be fixed in the process, trade, or business of tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale any or all of the following articles, namely:—Moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish, charcoal, or coal dust."

MALES.				WAGES.				Per week of 48 hours.	Same as apprentices.
				Males.					
Foreman in charge of men grinding moulders' blacking, moulders' plumbago preparations, charcoal, or coal dust	55s.	48	1st year	30s.	} Same as apprentices.		
Mill hand (man working at a mill used for grinding moulders' blacking, moulders' plumbago preparations, charcoal, or coal dust) .. .	50s.	48	2nd year .. .. .	..	..	35s.	
Other persons making moulders' blacking or moulders' plumbago preparations or grinding charcoal or coal dust	48s.	48	3rd year .. .. .	..	..	40s.	
Men mixing blacking or blue .. .	50s.	48	Females.						
All others	42s.	48	1st 6 months .. .. .	..	..	11s. 6d.	
Females	25s.	48	2nd 6 months .. .. .	..	..	13s.	
			2nd year .. .. .	..	..	15s. 6d.	
			3rd year .. .. .	..	..	18s.	
			4th year .. .. .	..	..	21s.	
			5th year .. .. .	..	..	25s.	
				PROPORTION.					
Juvenile Workers.				Males.					
Persons under 21 years of age (other than apprentices or improvers) employed at—				One male apprentice to every three or fraction of three male workers receiving not less than 42s. per week of 48 hours.				One improver (male or female) to every worker receiving not less than 42s. per week of 48 hours.	
				Females.					
Wrapping .. 1st 6 months ..	11s. 6d.	..	One female apprentice to every three or fraction of three female workers receiving not less than 25s. per week of 48 hours.						
Packing .. 2nd 6 ..	13s.	..							
Bottling .. 2nd year ..	15s. 6d.	..							
Labelling .. 3rd ..	21s.	..							
Tinning, or .. 4th ..	26s.	..							
Putting up .. 5th ..	32s. 6d.	..							

	Time of Beginning.	Time of Ending.
TIME OF BEGINNING AND ENDING WORK	7.30 a.m.	6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday. 12.30 p.m. on Saturday.

OVERTIME.—All work done (a) outside the hours fixed, or (b) within the hours fixed in excess of 48 hours per week, shall be paid or at the rate of time and a third.

HOLIDAYS.—For all work done on Good Friday, Easter Monday, Eight Hours Day, 26th day of January, Christmas Day, Boxing Day, New Year's Day, double rates shall be paid; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

* A section of a Commonwealth agreement applies to this trade.

(118.) POTTERY TRADE.

NOTE.—This Determination applies to the Metropolitan District; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, Sebastopol, and Oakleigh; the shires of Braybrook, Frankston and Hastings, Lilydale, Moorabbin, and Mulgrave, and such portions of the shire of Nunawading as are not included in the Metropolitan District.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of pottery-making including the making of tiles and of drain and glazed pipes, and the clay digging in connexion therewith," has made the following Determination, namely:—

(1) That on the 12th December, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(119.) PRINTERS.

NOTE.—This Determination applies to the Metropolitan District, as defined in the Factories and Shops Acts.

This Board, which was appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of printing (including bookbinding)”, and granted extended powers on the 24th January, 1911, by Order in Council, so that it may fix rates for persons “employed in the process, trade, or business of—

(a) stereotyping;

(b) preparing printed matter for sale or distribution (including preparing wrappers or labels, folding, inseting, stapling, counting, wrapping, tying, labelling, carrying, or despatching,” has made the following Determination, namely:—

(1) That on the 25th November, 1918, the last previous Determination of this Board shall be revoked, and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.				WAGES PER WEEK OF 48 HOURS.*		WAGES PER WEEK OF 48 HOURS.					
						Under 18 Years of Age.					18 and under 21 Years of Age.
Males.		Females.									
Apprentices.	Improvers.	Apprentices or Improvers.	1st 6 Months.	2nd 6 Months.	2nd Year.	3rd Year.	4th Year.				
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year	8 6	10 6	10 0								
2nd "	10 6	12 6	15 0								
3rd "	14 0	16 0	18 0								
4th "	18 0	20 0	22 6								
5th "	23 0	25 0	27 6								
6th "	29 0	31 0	..								
7th "	36 0	38 0	..								
PERSONS (other than apprentices, improvers, or females engaged in connexion with bookbinding) employed as operators of addressograph machines, feeders (not being persons in charge of cylinder machines), flyers employed on platen or cylinder machines, varnishers, machine bronzers, stone polishers, ink grinders, label punchers, binders, and gluers (by hand or machine) for quarter bound work cut flush, turned in paper sides, and all flush work not turned in, packers or persons preparing printed matter for sale or distribution, including preparing wrappers or labels, folding, inseting, stapling, counting, wrapping, tying, labelling, carrying or despatching—			Males		10 0	12 6	17 6	22 6	28 6	40 0	
			Females		8 0	10 0	14 0	18 0	22 0	30 0	
ATTENDANTS on line-casting machines, labourers, or roller boys			Males		10 0	12 6	17 6	22 6	28 6	40 0	
			Females		10 0	12 6	17 6	22 6	28 6	40 0	
TIN-PLATE FEEDERS, CARRIERS, OR CLEANERS-OFF—			Males		10 0	12 6	17 6	22 6	28 6	40 0	
			Females		10 0	10 0	15 0	18 0	22 6	30 0	
COPY-HOLDERS in daily newspaper offices—			Between 8 a.m. and 6 p.m.		1st Year.		24 0	24 0	24 0	40 0	
			Between 6 p.m. and 8 a.m.		36 0	36 0	36 0	36 0	52 0		
PERSONS EMPLOYED ON MONOTYPE CASTING MACHINES					Per Week of 42 Hours.		15 0	20 0	25 0	30 0	40 0
					Per Week of 48 Hours.						
FEMALE COPY-HOLDERS					Under 16.	16 to 17.	17 to 18.	18 to 19.	19 to 21.		
					s. d.	s. d.	s. d.	s. d.	s. d.		
MESSAGE BOYS					10 0	14 0	18 0	22 0	28 6		
					16 or over.		10 0	15 0			
READER BOYS					1st 6 Months.		2nd 6 Months.		Thereafter.		
					s. d.	s. d.	s. d.	s. d.			
HAND BRONZER, when the work occupies in any week—					8 0		9 0		15 0		
					Same as a male feeder		1s. per hour				
		Four hours or more									

PROPORTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 57s. 6d. per week of 48 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 32s. per week of 48 hours.

Male Improvers.

One male improver to every fifteen journeymen receiving not less than 76s. per week of 48 hours.

Female Improvers.

BOOKBINDING.

Two female improvers to every female worker receiving not less than 32s. per week of 48 hours.

ANY OTHER BRANCH.

One female improver to every 20 female workers receiving not less than 32s. per week of 48 hours.

An amended indenture of apprenticeship prescribed was approved on 2.8.16.

* While employed on hand bronzing, 4d. per hour extra.

OTHER EMPLOYEES.

Classes of Persons.	Between 8 a.m. and 6 p.m.	Between 6 p.m. and 8 a.m.
	Per Week of 48 Hours.	Per Week of 48 Hours.
IN DAILY NEWSPAPER OFFICES.		
Compositors, sluggers, bulk hands, or makers-up	s. d. 98 0	s. d. 108 0
Adults (other than apprentices or improvers) learning composition on slug-casting machines, during three months' probation	98 0	108 0
Readers or revisers—		
First two years' experience as such	92 6	77 6
Thereafter	92 6	97 6
Male copy-holders—		
First year's experience as such	60 0	62 6
Thereafter	60 0	67 6

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(119.) PRINTERS—*continued.*(2)—*continued.*OTHER EMPLOYEES—*continued.*

Classes of Persons.	Between 7 a.m. and 6 p.m.	Between 6 p.m. and 7 a.m.
	Per Week of 42 Hours.	Per Week of 42 Hours.
IN ANY OTHER PLACE.		
Persons (other than apprentices or improvers) composing on slug-casting machines or on monotype key-boards (including cleaning or remedying defective working of the machine)—		
During first five months' experience	63 0	74 0
Thereafter	85 9	96 9
IN ANY PLACE.		
Compositors, sluggers, bulk hands, makers up, stereotypers, electrotypers, letterpress men, letterpress machinists, or persons in charge of cylinder machines (including time occupied in feeding) ..	78 0	per week of 48 hours
Proof readers or revisers	82 0	„ „
Persons in charge of four or more monotype casting machines	66 0	per week of 42 hours
Persons employed on monotype casting machines	57 6	„ „
Attendants on—		
1 to 3 line-casting machines	60 0	per week of 48 hours
4 to 8 line-casting machines	66 0	„ „
9 or more line-casting machines	75 0	„ „
Lithographers employed on rotary machines, quad-crown and over	82 0	„ „
Lithographers employed on rotary machines, under quad-crown	80 0	„ „
All other lithographers	78 0	„ „
Tin printers	82 0	„ „
Stone polishers	61 0	„ „
Storemen or packers who work singly	61 0	„ „
Storemen who supervise 1 to 3 persons	66 0	„ „
Storemen who supervise 4 or more persons	71 0	„ „
Printing ink grinders and publishing despatchers	60 0	„ „
Bookbinders, vellum binders, letterpress binders for turned-in work, by hand or machine, including those who saw and roll books (excepting persons only employed on quarter bound work cut flush, turned in paper sides), marblers, finishers, paper rulers (<i>i.e.</i> , a person who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine), blockers (except for blind blocking), guillotine machine cutters, gilders, leather cutters, pocket-book makers, and hand indexers	76 0	„ „
Bookbinding forewomen who supervise or are responsible for the work of—		
From 3 to 8 employees	37 6	„ „
From 9 to 20 employees	42 6	„ „
Over 20 employees	45 0	„ „
Female sowers or takers-down of letterpress work	34 6	„ „
Female tin plate feeders, carriers, or cleaners off	33 6	„ „
All other adult males	57 6	„ „
All other adult females	32 0	„ „

(3) CASUAL LABOUR.

That casual workers (*i.e.*, persons engaged in feeding or publishing in other than daily newspaper offices, during any week for not more than one-half the maximum number of hours fixed as a week's work) shall be paid 2d. an hour in addition to the rates fixed.

(4) TIME OF BEGINNING AND ENDING WORK.

That the times of beginning and ending work (except in daily newspaper offices) for any person (other than those composing on slug-casting machines, or monotype keyboards) shall be:—

Time of Beginning.	Time of Ending.
8 a.m.	12.30 p.m. on Saturdays, and 6 p.m. on the other working days of the week.

(5) OVERTIME.

That the following rates shall be paid for work done during the times specified hereunder, *viz.* :—

In Daily Newspaper Offices.

By any person (except those composing) in excess of the maximum number of hours fixed for a week's work Time and one-third.

In any other Place.

Composing on slug-casting machines or monotype keyboards—
In excess of 42 hours in any week Time and one-third.

Any other work—

Within the times of beginning and ending work as specified in Clause 6 in excess of the maximum number of hours fixed for a week's work	} Time and one-third.
Between 6 p.m. and 10 p.m. on any of the ordinary working days of the week	
Later than 12.30 p.m. or earlier than 8 a.m. on Saturday	} Time and a half.
Later than 10 p.m. or earlier than 8 a.m. on any other working day	

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(119.) PRINTERS—*continued.*

(6) SPECIAL RATES.—Double time shall be the special rate of payment payable to any person (except those employed in daily newspaper offices) for all work done on—Sundays, Good Friday, Eight Hours Day (21st April), or Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(7) PIECE-WORK.—A Schedule of piece-work prices has been fixed by the Board.

(120.) PRINTERS (COUNTRY).

(Determination of the Court of Industrial Appeals in force from 1.5.18.)

NOTE.—This Determination applies to the whole of the State outside and excepting the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong and Warrnambool; the town of Ballarat East; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of the Printers Board or the Provincial Printers Board) employed in the process, trade, or business of—

(a) Printing (including Bookbinding);

(b) Stereotyping;

(c) Preparing printed matter for sale or distribution, including preparing wrappers or labels, folding, inseting, stapling, counting, wrapping, tying, labelling, carrying, or despatching.”

(2)

Apprentices or Improvers.		Other Employees.	
Wages per Week of 48 Hours.		Wages.	Per Week of 42 Hours.
1st year's experience	.. .. 7s. 6d.	Machine compositors operating linotype, monoline, or barotype machines (including cleaning or remedying defective working of the machine)	78s.
2nd year's experience	.. .. 10s.	Machine compositors operating any other machine (including cleaning or remedying defective working of the machine)	72s. 6d.
3rd year's experience	.. .. 12s. 6d.	Adults learning machine composition, during a probationary period of three months, i.e., 504 hours actually worked on the machine	60s.
4th year's experience	.. .. 15s.		Per Week of 48 Hours.
5th year's experience	.. .. 17s. 6d.	All other adult workers	60s.
6th year's experience	.. .. 22s. 6d.		
7th year's experience	.. .. 27s. 6d.		
PROPORTION (by any employer).			
Apprentices.			
One apprentice to every three or fraction of three workers receiving not less than 60s. per week of 48 hours.			
Improvers.			
One improver to every two journeymen employees receiving not less than 60s. per week of 48 hours.			

	Time of Beginning not earlier than—	Time of Ending not later than—
(3) TIME OF BEGINNING } 8 a.m.	.. .. 12.30 p.m. on Saturdays or local half-holidays.
AND ENDING WORK } 8 a.m.	.. .. 10 p.m. on the other working days of the week.

(4) OVERTIME.—That the following rates shall be paid for all work done:—

Outside the hours fixed in Clause 3	} Time and a third.
Within the hours fixed in Clause 3 in excess of the number of hours as fixed for a week's work	

(5) SPECIAL RATES.—All work done on Sundays (except work done on newspapers which are published on Mondays), New Year's Day, Good Friday, Easter Monday, Christmas Day, and Boxing Day shall be paid for at the rate of double time.

PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

(121.) PRINTERS (PROVINCIAL).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The cities of Ballarat, Bendigo, Geelong, and Warrnambool; the town of Ballarat East; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determinations of the Printers Board or the Country Printers Board) employed in the process, trade, or business of—

(a) Printing (including bookbinding);

(b) Stereotyping;

(c) Preparing printed matter for sale or distribution, including preparing wrappers or labels, folding, inseting, stapling, counting, wrapping, tying, labelling, carrying, or despatching.”

has made the following Determination, namely:—

(1) That on the 9th January, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(121.) PRINTERS (PROVINCIAL)—*continued.*

(2)

During—	Apprentices.		Improvers.		Number (in any factory).	Number (in any factory).
	Males.	Females.	Males.	Females.		
	Wages per week of 48 hours.*	Wages per week of 48 hours.*	Wages per week of 48 hours.*	Wages per week of 48 hours.*		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
1st year ..	8 6	8 0	10 6	8 0	<p>MALE APPRENTICES.</p> <p>One male apprentice to one or two and thereafter one additional male apprentice to each additional three or fraction of three</p> <p>MALE IMPROVERS.</p> <p>One male improver to every fifteen journeymen receiving not less than 73s. per week of 48 hours.</p> <p>FEMALE IMPROVERS.</p> <p><i>Bookbinding.</i></p> <p>Two female improvers to every female worker receiving not less than 30s. per week of 48 hours.</p> <p><i>Any other Branch.</i></p> <p>One female improver to every twenty female workers receiving not less than 30s. per week of 48 hours.</p>	
2nd ,, ..	10 6	10 6	12 6	10 6		
3rd ,, ..	14 0	14 0	16 0	14 0		
4th ,, ..	18 0	18 0	20 0	18 0		
5th ,, ..	23 0	23 0	25 0	23 0		
6th ,, ..	29 0	..	31 0	..		
7th ,, ..	36 0	..	38 0	..		

* While employed on hand-bronzing, 4d. per hour extra.

Juvenile Workers, i.e., Persons under 21 years of age (other than Apprentices or Improvers) employed as—	Per week of—	WAGES.					
		Years of Age.					
		Under 17.	17 to 18.	18 to 19.	19 to 21.		
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
<i>In Daily Newspaper Offices—</i>							
Copy-holders	42 hours	20 0	25 0	30 0	35 0		
Galley boys	42 ,,	15 0	20 0	25 0	35 0		
Juveniles in machine or stereo. rooms	42 ,,	20 0	25 0	30 0	40 0		
Attendants on slug-casting machines—							
Between 6 p.m. and 8 a.m.	42 ,,	20 0	25 0	30 0	40 0		
		Not being more than 18 Years of Age.					
		1st Year.			Over 18 and under 21 Years of Age.		
		1st Six Months.	2nd Six Months.	2nd Year.			
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
Between 8 a.m. and 6 p.m.	48 ,,	9 0	10 6	15 0	20 0	26 6	37 6
<i>In any other place—</i>							
Attendants on slug-casting machines	48 ,,	9 0	10 6	15 0	20 0	26 6	37 6
<i>In any place—</i>							
Operators of addressograph machines, feeders (not being persons in charge of cylinder machines), flyers employed on platen or cylinder machines, varnishers, machine bronzers, stone polishers, label punchers, quarter binders, or gluers for quarter-bound work cut flush turned-in paper sides, or all flush work not turned in, tin plate carriers or cleaners off, packers or persons preparing printed matter for sale or distribution, including preparing wrappers or labels, folding, inseting, stapling, counting, wrapping, tying, labelling carrying, or despatching:—							
Males	48 ,,	9 0	10 6	15 0	20 0	26 6	37 6
Females	48 ,,	8 0	9 0	13 0	17 0	21 0	27 0
Labourers, reader boys, or roller boys	48 ,,	9 0	10 6	15 0	20 0	26 6	37 6
Juveniles on monotype casting machines	42 ,,	15 0	16 0	18 0	22 6	25 0	35 0
		Years of Age.					
		Under 16.		16 or over.			
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
Message boys	48 ,,	9 0			12 6		
Hand bronzer, when the work occupies in any week—							
Less than 4 hours .. .. .	..				Same as male feeder.	
4 hours or more .. .. .	..				1s. per hour.	

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(121.) PRINTERS (PROVINCIAL)—continued.
(2)—continued.

Other Employees.	WAGES.	
	Between 8 a.m. and 6 p.m.	Between 6 p.m. and 8 a.m.
	Per week of 42 hours.	Per week of 42 hours.
IN DAILY NEWSPAPER OFFICES.		
Compositors, sluggers, bulk hands, makers-up, readers, or adults (other than apprentices or improvers), learning composition on slug-casting machine, during three months' probation	s. d. 75 3	s. d. 80 6
Male copy-holders	57 6	60 0
	Per week of 48 hours.	Per week of 42 hours.
Persons in charge of slug-casting machines	75 3	80 6
Attendants or cleaners on slug-casting machines	57 6	57 6
	s. d.	s. d.
Man in charge of rotary machines and stereotyping	100 0 per week of 42 hours	
Man in charge of rotary machine	87 6	" "
Man in charge of flat-bed machines	80 6	" "
First assistants on rotary machines	73 6	" "
Stereotyper in charge	80 6	" "
All other adult males in daily newspaper offices	57 6	" "
	Between 7 a.m. and 6 p.m.	Between 6 p.m. and 7 a.m.
	Per week of 42 hours.	Per week of 42 hours.
IN ANY OTHER PLACE.		
Persons (other than apprentices or improvers) composing on slug-casting machines or monotype keyboards (including cleaning or remedying defective working of the machines)—	s. d.	s. d.
During first three months' experience	57 6	91 0
Thereafter	81 0	91 0
	s. d.	
Compositors, sluggers, bulk hands, makers-up, stereotypers, electrotypers, letterpress men, letterpress machinists, or persons in charge of cylinder machines (including time occupied in feeding)	73 0	per week of 48 hours
Proof readers or revisers	77 0	" "
All other adult males	57 6	" "
IN ANY PLACE.		
Lithographers employed on rotary machines	77 0	per week of 48 hours
All other lithographers	73 0	" "
Tin printers	77 0	" "
Stone polishers	57 6	" "
Bookbinders or vellum binders for turned-in work (excepting persons only employed on quarter-bound work out flush turned-in paper sides), marblers, finishers, paper-rulers, blockers (except for blind blocking), guillotine machine cutters, gilders, leather cutters, pocket-book makers, or hand indexers	72 0	" "
Book-binding forewomen who supervise or are responsible for the work of 3 or more employees	35 0	" "
All other adult females	30 0	" "

(3) TIMES OF BEGINNING AND ENDING WORK.—The times of beginning and ending work (except in daily newspaper offices) for any person (other than those composing on slug-casting machines or monotype keyboards) shall be:—

Time of Beginning.	Time of Ending.
8 a.m.	12.30 p.m. on Saturday, or the day on which the half-holiday is locally observed, and 6 p.m. on the other working days of the week.

(4) OVERTIME.—The following rates shall be paid for work done during the times specified hereunder, viz.:—

In Daily Newspaper Offices.

By any person (except those composing) in excess of the maximum number of hours fixed for a week's work Time and one-third.

In any other Place.

Composing on slug-casting machines or monotype keyboards—
In excess of 42 hours in any week. Time and one-third.

Any other work—

Within the times of beginning and ending work as specified above in excess of the maximum number of hours fixed for a week's work	} Time and one-third.
Between 6 p.m. and 10 p.m. on any of the ordinary working days of the week	
Later than 12.30 p.m. or earlier than 8 a.m. on Saturday, or the day on which the half-holiday is locally observed	} Time and a half.
Later than 10 p.m. or earlier than 8 a.m. on any other working day.. .. .	

(5) SPECIAL RATES.—Double time shall be the special rate of payment payable to any person (except those employed in daily newspaper offices) for all work done on (a) Sunday; (b) on the undermentioned public holidays (that is to say):—Good Friday, 21st day of April (Eight Hours Day), Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(122.) PROCESS ENGRAVERS.

NOTE.—This Determination applies to the Metropolitan District; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a Process Engraver," has made the following Determination, namely:—

(1) That on the 1st September, 1917, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices.		Improvers.		Juvenile Workers.		Other Employees.	
Wages per week of 44 hours.		Wages per week of 44 hours.		Wages per week of 44 hours.		Wages per week of 44 hours.	
s.	d.	s.	d.	s.	d.	s.	d.
1st year	.. 7 6	1st year	.. 20 0	1st year	.. 10 0	Operator in charge of the Engraving Department	.. 90 0
2nd year	.. 10 0	2nd year	.. 25 0	2nd year	.. 15 0	Other operators	.. 65 0
3rd year	.. 15 0	3rd year	.. 32 6	3rd year	.. 20 0	Photo lithographer	.. 70 0
4th year	.. 25 0	4th year	.. 37 6	4th year	.. 25 0	Half-tone fine etcher	.. 70 0
5th year	.. 35 0	5th year	.. 47 6	5th year	.. 30 0	Line etcher	.. 65 0
6th year	.. 45 0					Artist	.. 65 0
						Router	.. 60 0
						Printer	.. 55 0
						Mounter	.. 50 0

PROPORTION (in any place). PROPORTION (in any place).

One apprentice to every three or fraction of three workers receiving not less than 50s. per week of 44 hours.

One improver to every four or fraction of four employees receiving not less than 55s. per week of 44 hours.

An indenture of apprenticeship was approved on 1st April, 1914.

(3) DEFINITION.—A juvenile worker is any person under 21 years of age (other than an apprentice or improver) employed in cleaning, attending on operator, rocking baths, mounting, or proving.

(4) OVERTIME.—Any employee who works for any time in excess of 44 hours in any week shall be paid for such extra time at the rate of time and a half.

(5) SPECIAL RATES.—Double time shall be paid for all work done on New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(123.) QUARRY. (Determination of the Court of Industrial Appeals.)

NOTE.—This Determination applies to the whole of the State of Victoria.

On 14th July, 1911, exclusive power was conferred on this Board to fix rates for persons carting or driving in connexion with or incidental to the trade or business of quarrying (not including agriculture).

(1) That on the 1st day of September, 1918, the Determination of this Court dated the 1st day of March, 1917, and previous Determinations shall be revoked and replaced by this Determination as to the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of quarrying, not including agriculture, or employed in carting or driving, or assisting in carting or driving, in connexion with or incidental to the trade or business of quarrying (not including agriculture).

(2) Apprentices.		Improvers.		Other Employees.	
Wages. Per Week.*		QUARRYING. Wages. Per Week of 48 Hours.		Wages. Hours Per Week.	
s.	d.	s.	d.	s.	d.
1st year	.. 30s.	1st year	.. 15s.	Powder monkey	84s. 48
2nd "	.. 35s.	2nd "	.. 21s.	Hammerman, or Dressor of pitchers or cubes	80s. 48
3rd "	.. 40s.	3rd "	.. 30s.	Scabblers	75s. 48
		4th "	.. 36s.	Spaller—	
		5th "	.. 42s.	First six months' experience as spaller	66s. 48
				And thereafter	72s. 48
				Faceman or machine borer	72s. 48
				Hand borers, i.e., the two leading men drilling or boring by hand a hole exceeding 18 inches in depth	72s. 48
				Carters or drivers—	
				Driving one horse	60s. 54
				Driving two horses	61s. 54
				In charge of two horses drawing two separate vehicles	65s. 54
				Driving three horses	65s. 54
				And 3s. extra per week for every additional horse.	
				Drivers of motor vehicles up to 25 cwt. carrying capacity—	
				Within the Metropolitan District	65s. 48
				Outside the Metropolitan District wherever this Determination applies	62s. 6d. 48
				Drivers of motor vehicles over 25 cwt. carrying capacity—	
				Within the Metropolitan District	70s. 48
				Outside the Metropolitan District wherever this Determination applies	67s. 6d. 48
				All others	63s. 48

PROPORTION (within any place). PROPORTION (within any place).

One apprentice to every three or fraction of three workers receiving not less than 60s. per week.

One improver to every three or fraction of three workers receiving not less than 60s. per week.

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

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(125.) SADDLERY.*				

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of manufacturing harness, saddlery, and whiphongs" has made the following Determination, namely:—

(1) That on the 2nd January, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.				Wages.	
	Wages per Week of 48 Hours.		ALL OTHER EMPLOYEES.	Per Hour.	Per Week of 48 hours.
	Male.	Female.		§	
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st six months' experience	7 6	7 6	Males	1 4½	66 0
2nd " "	10 0	10 0	Females employed in any of the following work:—		
3rd " "	12 6	12 6	(a) All classes of seaming ...	0 7½	30 0
4th " "	15 0	15 0	(b) Hand stitching or machine sewing, buggy, gig, or cab saddles, winker eyes, fronts, drops, pad tops, pad or saddle cloths, folded hand parts, collar side pieces, or housings for gig, carriage, spring cart, or van harness—		
5th " "	17 6	17 6	With waxed thread ...	1 4½	66 0
6th " "	20 0	20 0	With unwaxed thread ...	0 7½	30 0
7th " "	22 6	22 6	(c) Hand stitching or machine sewing all other harness ...	1 4½	66 0
8th " "	25 0	25 0	(d) Hand stitching all classes of saddlery other than harness—		
9th " "	27 6	...	With black waxed thread ..	1 4½	66 0
10th " "	30 0	...	With other than black waxed thread ...	0 7½	30 0
11th " "	35 0	...	(e) Machine sewing all classes of saddlery other than harness—		
12th " "	40 0	...	With waxed thread ...	1 4½	66 0
13th " "	45 0	...	With unwaxed thread ...	0 7½	30 0
14th " "	55 0	...	(f) Quilting or crossbarring panels	1 4½	66 0
			(g) Cutting out, preparing, creasing, edging or finishing all classes of Work	1 4½	66 0

PROPORTION (in any factory or place).

APPRENTICES.

One male apprentice to every two or fraction of two male workers receiving not less than 66s. per week of 48 hours.

Two female apprentices to every three or fraction of three female workers receiving not less than 30s. per week of 48 hours.

(An indenture of apprenticeship prescribed was approved on 18.7.11.)

IMPROVERS.

One male improver to every two male workers receiving not less than 66s. per week of 48 hours.

Two female improvers to every three or fraction of three female workers receiving not less than 30s. per week of 48 hours.

NOTE.—Thread shall include silk, cotton, linen, hemp, flax, or other fibrous substance.

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.

Time of Ending.

7 a.m. 6 p.m. on five days of the week.

7 a.m. 1 p.m. on the other working day of the week on which the half-holiday is usually observed.

(4) OVERTIME.—Any employee who, within the hours of beginning and ending work, works in any week for any time in excess of 48 hours, shall be paid for such extra time at the rate of time and a quarter.

Any employee who is engaged outside the hours specified in this Determination as the times of beginning and ending work upon such day shall be paid for such overtime at the rate of time and a quarter for the first 3 hours, and thereafter double time.

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day, King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(6) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board and employers have been allowed to fix and pay piece-work prices for articles other than those in the schedule provided that such piece-work prices are based on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed for such worker.

* There is a Commonwealth agreement in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(126.) SADDLERY (COUNTRY).*				
(Present Determination in force from 3.2.13.)				

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of the Saddlery Board) employed in the process, trade, or business of manufacturing harness, saddlery, and whipthongs."

MALES.			MALES. WAGES. Per week of 48 hours	MALES. WAGES. Same as apprentices.
Outside worker, i.e., a person employed away from his employer's usual place of business or in connexion with a travelling vehicle	60s.	48	1st year 5s.	
Any other adult male	54s.	48	2nd year 10s.	
			3rd year 15s.	
			4th year 20s.	
			5th year 25s.	
			6th year 30s.	
			7th year 35s.	
FEMALES employed at—			PROPORTION (within any factory or place).	PROPORTION (within any factory or place).
(a) All classes of seaming	24s.	48	One male apprentice to every two or fraction of two male workers receiving at wages rates or earning at piece-work prices not less than 54s. per week of 48 hours.	One male improver to every two or fraction of two male workers receiving at wages rates or earning at piece-work prices not less than 54s. per week of 48 hours.
(b) Hand stitching or machine sewing buggy, gig, or cab saddles with unwaxed thread	24s.	48		
(c) Hand stitching or machine sewing buggy, gig, or cab saddles with waxed thread	54s.	48		
(d) Hand stitching or machine sewing all other harness	54s.	48	FEMALES. WAGES. Per week of 48 hours.	FEMALES. WAGES. Same as apprentices.
(e) Hand stitching with black waxed thread all classes of saddlery other than harness	54s.	48	1st year—	
(f) Hand stitching with other than black waxed thread all classes of saddlery other than harness	24s.	48	1st six months 5s.	
(g) Machine sewing all classes of saddlery other than harness with waxed thread	54s.	48	2nd " 7s. 6d.	
(h) Machine sewing all classes of saddlery other than harness with unwaxed thread	24s.	48	2nd year—	
			1st six months 10s.	
			2nd " 12s. 6d.	
			3rd year—	
			1st six months 15s.	
			2nd " 17s. 6d.	
			4th year—	
			1st six months 20s.	
			2nd " 22s. 6d.	
(i) Quilting of crossbarring panels	54s.	48	PROPORTION (within any factory or place).	PROPORTION (within any factory or place).
(j) Cutting, preparing, creasing, edging, or finishing all classes of work	54s.	48	One female apprentice to every two or fraction of two female workers receiving at wages rates or earning at piece-work prices not less than 24s. per week of 48 hours.	One female improver to every two or fraction of two female workers receiving at wages rates or earning at piece-work prices not less than 24s. per week of 48 hours.
Thread shall include silk, cotton, linen, homp, flax, or other fibrous substance.				

Time of Beginning.

Time of Ending.

TIME OF BEGINNING { 7 a.m. 1 p.m. on Saturdays (or the day upon which the half-holiday is observed in the locality).
AND ENDING WORK. { 7 a.m. 6 p.m. on the other working days of the week.

OVERTIME—Shall be paid for as follows:—

For work done between 1 p.m. and 10 p.m. on Saturday, or the day on which the half-holiday is observed locally Time and a quarter.
For work done between 6 p.m. and 10 p.m. on any of the other working days of the week " " "
For work done within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week " " "
For work done later than 10 p.m. or earlier than 7 a.m. on any working day Time and a half."

SUNDAYS AND PUBLIC HOLIDAYS.—Sundays, Good Friday, and Easter Monday, or the days on which New Year's Day, the 26th day of January, the 21st day of April wherever proclaimed as a public holiday, King's Birthday, Christmas Day, and Boxing Day, are observed as public holidays, shall be paid for at the rate of double time.

PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board. The Board has also determined that work not enumerated in piece-work prices to be paid for at rates not less than that which will enable an average worker to earn 1s. 3d. per hour.

* There is a Commonwealth agreement in this trade.

(127.) SEWER BUILDERS.

(Determination of Court of Industrial Appeals in force from 1.12.16.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any persons employed as Labourers in connexion with the construction of sewers."

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.		Improvers.	
(127.) SEWER BUILDERS—<i>continued.</i>						
			PROPORTION (IN ANY PLACE).		PROPORTION (IN ANY PLACE).	
Powder monkey	72s.	48	One apprentice to every three or fraction of three workers receiving not less than 40s. per week of 48 hours.		One improver to every fifty or fraction of fifty workers receiving not less than 40s. per week of 48 hours.	
Concrete manhole builder	72s.	48	WAGES.		WAGES.	
Leading trimmer	72s.	48				
Invert block setter	72s.	48	Per Week of 48 Hours.		Per Week of 48 Hours.	
Manhole or other sinkers, or drivers, at a depth of—			1st year .. .. .	.. 20s.	1st year .. .. .	.. 40s.
Not more than 20 feet	68s.	48	2nd „ .. .. .	.. 25s.	2nd „ .. .. .	.. 40s.
More than 20 feet	72s.	48	3rd „ .. .. .	.. 30s.	3rd „ .. .. .	.. 40s.
Foreman's assistant	68s.	48				
Pitcher setter	68s.	48				
Pipe layer or joiner'	68s.	48				
Spall packer	68s.	48				
Tool sharpener	68s.	48				
Topman and shoveller	60s.	48				
Slurry filler	60s.	48				
Trucker, underground	60s.	48				
Earth packer	60s.	48				
Tool sharpener's assistant	40s.	48				
Nipper, i.e., person carrying tools	40s.	48				
All others	60s.	48				

Any employee working in wet ground, that is ground where a man working therein under ordinary and usual conditions must in the performance of his work—

- (i) be wetted continuously from the feet to the knees; or
- (ii) be wetted above the waist in the course of a shift through working clothes other than oilskins or other waterproof clothing, by water settling in or falling or dripping upon him,

shall be paid 1½d. per hour in addition to the above rates.

OVERTIME.—Any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a half.

SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, 21st of April (Eight Hours Day), Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(128.) SHIRT.						
<i>(Present Determination in force from 16.8.16.)</i>						
The Shirt Board was given power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons for wholly or partly preparing or manufacturing, either inside or outside a factory or work-room, any "shirts, shirt-fronts, pyjamas, men's underpants (except knitted goods), collars, and cuffs of every description."						
MALES.			MALES.		MALES.	
			WAGES.		WAGES.	
Male cutters of white shirts, fashion shirts, collars, or cuffs	70s.	48	Per week of 48 hours.		Same as apprentices.	
Other male cutters	65s.	48	1st year's experience .. 10s.			
			2nd year's experience .. 15s.			
			3rd year's experience .. 20s.			
			4th year's experience .. 30s.			
			5th year's experience .. 45s.			
			PROPORTION (within any factory or place).		PROPORTION (within any factory or place).	
			One apprentice to every three or fraction of three male workers receiving not less than 65s. per week of 48 hours.		One improver to every three or fraction of three male workers receiving not less than 65s. per week of 48 hours.	
FEMALES.			FEMALES.		FEMALES.	
			WAGES.		WAGES.	
Female cutters of white shirts, fashion shirts, collars, or cuffs	53s.	48	Per week of 48 hours.		Same as apprentices.	
Other female cutters	37s. 6d.	48	1st year's experience—			
Washers, starchers, or ironers of shirts, collars, bands, or cuffs	28s.	48	1st 6 months .. 7s. 6d.			
Females commencing work at the trade at 21 years of age or over—			2nd 6 months .. 10s.			
1st 6 months	18s.	48	2nd year's experience .. 12s. 6d.			
2nd 6 months	20s.	48	3rd year's experience .. 16s.			
3rd 6 months	23s.	48	4th year's experience .. 18s.			
and thereafter	27s. 6d.	48	5th year's experience .. 22s.			
All other females	27s. 6d.	48	PROPORTION (within any factory or place).		PROPORTION (within any factory or place).	
			One apprentice to every three or fraction of three female workers receiving not less than 27s. 6d. per week of 48 hours.		One improver to every three or fraction of three female workers receiving not less than 27s. 6d. per week of 48 hours.	

Time of Beginning.	Time of Ending.
TIME OF BEGINNING AND ENDING WORK	.. 6.30 p.m. on five days of the week.
	.. 1 p.m. on the other working day of the week on which the half-holiday is usually observed.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(128.) SHIRT— <i>continued.</i>				

OVERTIME.—Any employee who in any one week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

Any person who is engaged outside the hours specified in this Determination as the time of beginning and ending work upon each day shall be paid for such overtime at the rate of time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—The special price or rate of payment payable to any person for all work done on Christmas Day and Good Friday, shall be at the rate of double time. On the days on which New Year's Day, the 26th day of January (Foundation Day), 21st day of April (Eight Hours Day), Easter Monday, and Boxing Day, are observed as public holidays shall be at the rate of time and a half.

PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board, which has also determined that the employer may fix piece-work prices for any work (except finishing or outting) for which the Board has fixed a minimum wage, such piece-work prices to be based on the wages rates fixed for such work.

An indenture of apprenticeship prescribed was approved on 14.3.12.

(129.) SHOP ASSISTANTS (COUNTRY).

NOTES.—(a) This Determination applies to the whole of the State outside and excepting the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

(b) The following are Fourth Schedule Shops:—

Chemists' shops, Coffee-houses, Confectioners, Eating-houses, Fish and Oyster shops, Fruit and Vegetable shops, Restaurants, Tobaccoconists' shops, Bookellers' and News Agents' shops.

This Board, which was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in or in connexion with a shop (other than a Fourth Schedule Shop) as a shop assistant, packer, storeman, or carter has made the following Determination, viz.:—

(1) That on the 28th October, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

	APPRENTICES OR IMPROVERS.					OTHER EMPLOYEES.
	Males.			Females.		
	Wages per week of 50 hours.			Wages per week of 48 hours.		
	Commencing work as a Shop Assistant, Packer, Storeman, or Carter at—			Commencing work as a Shop Assistant at—		
	Under 16 years of age.	16 years of age.	17 years of age or over.	Under 18 years of age.	18 years of age or over.	
1st year—						
1st six months ..	10s.	} 12s. 6d.	15s.	10s.	12s. 6d.	WAGES. Male shop assistant— In charge of a shop 72s. 6d. 21 years of age 47s. 6d. 22 years of age 52s. 6d. Between 23 and 60 years of age .. 61s. 60 years of age or over 52s. 6d. Packer or Storeman 55s.
2nd year	15s.						18s. 6d.	18s.	15s.
3rd	21s.	25s.	30s.	15s.	21s.	
4th	27s.	30s.	38s.	17s. 6d.	27s. 6d.	
5th	33s.	37s. 6d.	45s.	25s.	30s.	
6th	40s.	Minimum wage	Minimum wage	27s. 6d.	Minimum wage	
PROPORTIONS (in or in connexion with any shop).						
	Apprentices.			Improvers.		
	One male apprentice to every three or fraction of three male workers receiving not less than 47s. 6d. per week of 50 hours.			One male improver to each male worker receiving not less than 47s. 6d. per week of 50 hours.		
	One female apprentice to every three or fraction of three female workers receiving not less than 30s. per week of 48 hours.			One female improver to each female worker receiving not less than 30s. per week of 48 hours.		
				Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.		
						Carter 57s. 6d. Female shop assistant— In charge of a shop 60s. 21 years of age 30s. 22 years of age 32s. 6d. 23 years of age or over 36s.

(3) **OVERTIME.**—Any employee who in any week works for any time in excess of the maximum number of hours fixed shall be paid for such extra time at the rate of time and a half.

(4) **SPECIAL RATES FOR PUBLIC HOLIDAYS.**—All work done on Good Friday, Easter Monday, and the days on which 26th day of January, King's Birthday, Christmas Day, Boxing Day, and New Year's Day are observed as public holidays shall be paid for at the rate of time and a half.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(130.) SLATERS AND TILERS.

NOTE.—This Determination applies to the following parts of Victoria, namely :—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board which was appointed to determine "the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the process, trade, or business of a slater, roof-tiler, ridger, shingler, or cement tiler (other than a tiler laying verandah or flooring tiles)" has made the following Determination, namely :—

(1) That on the 25th November, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.				Improvers.				Other Employees.			
WAGES.				WAGES.				WAGES.			
Per week of 44 hours.				Per week of 44 hours.				Per week of 44 hours.			
1st year	..	..	25s.	1st year	..	..	25s.	All adult workers, other than those employed striking roofs, carrying, or mixing	..	..	93s. 6d.
2nd "	..	..	32s. 6d.	2nd "	..	..	35s.				
3rd "	..	..	40s.	3rd "	..	..	50s.				
				4th "	..	..	55s.				
				5th "	..	..	60s.				
PROPORTION (by any employer).				PROPORTION (by any employer).							
Two apprentices to every five or fraction of five workers receiving at wages rates or piece-work rates not less than 93s. 6d. per week of 44 hours.				One improver to every six or fraction of six workers receiving not less than the minimum wage of 93s. 6d. per week of 44 hours.							
An indenture of apprenticeship was approved on 18th December, 1911.											

(3) TIME OF BEGINNING AND ENDING WORK—

8 a.m. 5 p.m. on five days in the week.

8 a.m. 12 noon on the other working day of the week on which the half-holiday is locally observed.

(4) OVERTIME.—All work done outside the hours specified as the times of beginning and ending work, or for any work done within such hours in excess of 44 hours in any week, shall be paid for at the rate of time and a half.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK PRICES.—A schedule of piece-work prices has been fixed by the Board.

(131.) SLAUGHTERING FOR EXPORT.*—(Determination not yet made.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed, either inside or outside a factory or work-room, in the process, trade, or business of slaughtering or dressing sheep or lambs for export."

* There is a Commonwealth award in this trade.

(132.) SOAP AND SODA.†
(Present Determination in force from 8.9.16.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or class of persons employed in the process, trade, or business of a maker of (a) soap; (b) washing soda."

MALES.				MALES.				MALES.				
				WAGES.				WAGES.				
Per week of 48 hours.				Per week of 48 hours.				Per week of 48 hours.				
Soapmaker	67s.	48				Same as apprentices.				
Assistant soapmaker	..	..	62s.	48						
Soda crystal maker	..	..	60s.	48						
Assistant soda crystal maker	..	..	55s.	48						
Foreman—					14 years of age	..	12s. 6d.					
Frame room, packing room, or cutting room	..	..	62s.	48	15 years of age	..	15s.			
Milling room	..	..	60s.	48	16 years of age	..	18s.			
Power crutcher—Man in charge of	..	..	60s.	48	17 years of age	..	23s. 6d.			
Power stamping machine workers	..	..	56s.	48	18 years of age	..	27s. 6d.			
Soap cutter where only one soap cutter is employed	..	..	60s.	48	19 years of age	..	35s.			
Storeman in charge of one or more other storemen	..	..	60s.	48	20 years of age	..	42s.			
All others	..	..	55s.	48						

† There is a Commonwealth agreement in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(132.) SOAP AND SODA*—<i>continued.</i>			MALES.	
JUVENILE WORKERS.			MALES OR FEMALES.	
Males under 21 years of age (other than apprentices or improvers) employed at wrapping or packing soap or soda or stamping tablets or bars of soap not greater than 16 ozs. in weight:—			PROPORTION (by any employer).	
			One male apprentice to every three or fraction of three male workers receiving not less than 55s. per week of 48 hours.	
14 years of age	12s. 6d.	48		
15 years of age	15s.	48		
16 years of age	18s.	48		
17 years of age	23s. 6d.	48	FEMALES.	
18 years of age	27s. 6d.	48	WAGES.	
19 or 20 years of age	55s.	48	Same as male apprentices.	
FEMALES.			Same as apprentices.	
Females working stamping machines	56s.	48		
All other females	30s.	48		
Females under 21 years of age (other than apprentices or improvers) employed at wrapping or packing soap or soda:—			PROPORTION (by any employer).	
			One female apprentice to every three or fraction of three female workers receiving not less than 30s. per week of 48 hours.	
15 years of age	15s.	48		
16 years of age	17s.	48		
17 years of age	19s.	48		
18 years of age	21s.	48		
19 years of age	23s.	48		
20 years of age	27s. 6d.	48		

CASUAL LABOUR.—Any person employed for not more than 24 hours during any week shall be paid at the rate of 1s. 6d. per hour.

OVERTIME.—Any employee who in any week works in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—*Double time* shall be the special rate for all work done on Sunday, Good Friday, 21st April (Eight Hours Day), and Christmas Day, and *time and a half* shall be the special rate for all work done on New Year's Day, the 26th January (Foundation Day), Easter Monday, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

PIECE-WORK.—This Board has determined that the employer may fix piece-work prices to be based on the wages rates determined.

* *There is a Commonwealth agreement in this trade.*

(133.) STARCH.*									
(Present Determination in force from 29.9.16.)									
A Special Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of starch."									
MALES.					MALES.				
Foreman	62s. 6d.	48			WAGES.				
Millstone attendant	57s. 6d.	48			Per week of 48 hours.				
Leading hand	56s.	48			16 years	19s.	} Same as apprentices.		
Stonedresser	60s.	48			17 "	24s.			
All others	55s.	48			18 "	29s.			
JUVENILE WORKERS.					19 "	31s. 6d.			
Males under 21 (other than apprentices or improvers) employed at general work, i.e., any work except (a) weighing and carrying rice, (b) range work, (c) sheet laying, shaking, carrying out and cutting out draining boxes, (d) filling and emptying crusting stoves—					20 "	36s. 6d.			
14 years to 15	12s. 6d.	48			NUMBER (in any factory or place).				
15 " 16	14s. 6d.	48			One male apprentice to every three or fraction of three male workers receiving not less than 55s. per week of 48 hours.				
16 " 17	17s.	48			One male improver to every four or fraction of four male workers receiving not less than 55s. per week of 48 hours.				
17 " 18	19s. 6d.	48			FEMALES.				
18 " 19	24s. 6d.	48			WAGES.				
19 " 20	27s.	48			Per week of 48 hours.				
20 " 21	32s.	48			16 years	16s.	} Same as apprentices.		
FEMALES.					17 "	19s.			
All adult females					18 "	21s. 6d.			
JUVENILE WORKERS.					19 "	23s. 6d.			
Females under 21 (other than apprentices or improvers) employed in scraping and wrapping blocks, or filling, weighing, labelling, and casing starch—					20 "	25s. 6d.			
15 years to 16	13s. 6d.	48			NUMBER (in any factory or place).				
16 " 17	16s.	48			One female apprentice to every three or fraction of three female workers receiving not less than 29s. per week of 48 hours.				
17 " 18	19s.	48			One female improver to every four or fraction of four female workers receiving not less than 29s. per week of 48 hours.				
18 " 19	21s. 6d.	48			FEMALES.				
19 " 20	23s. 6d.	48			WAGES.				
20 " 21	25s. 6d.	48			Per week of 48 hours.				

OVERTIME.—That any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a half.

* *There is a Commonwealth award in this trade.*

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.

(135) STONE CUTTERS.

NOTE.—This Determination applies to the Metropolitan District; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol; and such portion of the East Riding of the shire of Werribee as is within 10 miles of a city or town.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of cutting, sawing, polishing, and letter cutting in marble and stone" has made the following Determination, namely:—

(1) That, on the 7th April, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Juvenile Workers.		Other Employees.		Hours per week.	
WAGES.		WAGES.		WAGES.		WAGES.			
Monumental stonecutters—									
	Per week.		Per week.		Per week of 48 hours.		s. d.		
1st year	.. 10s.	1st year	.. 10s.	Under 16 years of age	.. 12s. 6d.	Carvers in marble or stone, other than monumental carvers	.. 99	0	44
2nd "	.. 15s.	2nd "	.. 15s.	16 years of age	.. 17s. 6d.	Carvers (monumental) in marble or stone	.. 84	4	44
3rd "	.. 22s. 6d.	3rd "	.. 22s. 6d.	17 "	.. 22s. 6d.	Carvers' assistants, meaning persons employed in roughing out marble or stone under the direction of a carver for other than monumental purposes	.. 80	8	44
4th "	.. 30s.	4th "	.. 30s.	18 "	.. 27s. 6d.	Stonecutters and lettercutters employed in cutting marble or stone	.. 77	0	44
5th "	.. 40s.	5th "	.. 40s.	19 "	.. 40s.	Polishers employed in sanding, gritting, or finishing marble or stone	.. 60	6	44
Stonecutters, other than monumental—		PROPORTION (within any factory, shop, or place).		DEFINITION OF JUVENILE WORKERS.		Polishers employed in sanding, gritting, or finishing granite	.. 62	4	44
	Per week.	One improver to from three up to eight persons, and thereafter one improver to every eight persons or fraction of eight persons receiving not less than 6s. per week of 48 hours.		Persons under 21 years of age (other than apprentices or improvers) employed in attending to granite-polishing lathes or saws used for cutting stone (including slate) or feeding such saws with sand or shot.		Persons employed in turning stone for any purpose	.. 76	0	48
1st year	.. 10s.					Persons working machines for planing stone for purposes other than monumental work	.. 76	0	48
2nd "	.. 15s.					Persons employed in working planing machines for cutting marble or slate for any purpose, or stone for monumental work	.. 74	0	48
3rd "	.. 22s. 6d.					Persons employed on machines in polishing granite	.. 68	0	48
4th "	.. 30s.					Persons employed on machines in polishing marble	.. 66	0	48
5th "	.. 40s.					Persons employed on carbundum machines	.. 68	0	48
6th "	.. 55s.					Labourers	.. 64	0	48

Apprentices to be paid 1d. per hour in addition to the above rates unless all tools, except mash hammer, square, mallet, and straightedge are provided by the employer.

PROPORTION (within any factory, shop, or place).

One apprentice to every three persons or fraction of three persons receiving not less than 6s. per week of 48 hours.

An indenture of apprenticeship prescribed was approved on 4th February, 1911.

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

(3) Stonecutters employed in cutting stone known as granite to be paid 2d. per hour in addition to above rates, unless the following tools are provided by the employer, viz.:—Drills, bull-punches, tongs, striking hammers, and patent axes.

(4) **OVERTIME.**—That any employee who works for any time in excess of the maximum number of hours per week fixed by this Determination shall be paid for such extra time at the rate of time and a third.

(5) **RATES WHERE TOOLS NOT SHARPENED BY EMPLOYER.**—That 2d. per hour in addition to above rates shall be paid in all cases mentioned above, unless all tools are sharpened by the employer.

(6) **DEFINITION.**—Wherever occurring in this Determination, the term "Monumental" shall mean pertaining to monuments erected in cemeteries or in churches.

(136.) STOREMEN, PACKERS, AND SORTERS.*

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to "determine the lowest prices or rates which may be paid to any person (not already provided for by any existing special Board) employed as storeman, packer, or sorter in connexion with any trade or business."

* There are Commonwealth awards for this occupation.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(136.) STOREMEN, PACKERS, AND SORTERS*— <i>continued.</i>				

(3) TIMES OF BEGINNING AND ENDING WORK—

On the ordinary working days of the week ..	7 a.m.	..	6 p.m.
On Saturday, or the day on which the weekly half-holiday is observed ..	7 a.m.	..	12 noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

(4) OVERTIME.—The following rates shall be paid for all work done :—

Outside the times of beginning and ending work	} Time and a half
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week	

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sunday, New Year's Day, Good Friday, Christmas Day, or Eight Hours Day (21st April); and time and a half shall be the rate for all work done on Easter Monday, Foundation Day (26th January), King's Birthday (3rd June), or Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the days so substituted.

(6) CASUAL LABOUR.—Casual hands, i.e., persons (other than those in Potato or Onion Stores, on Wharfs, or in Wharf Sheds or Customs Railway Sheds) who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work shall be paid :—

In Bond and Free Stores ..	..	1s. 9d. per hour.
In any other place ..	..	Time and a third.

PIECE-WORK.

(7) The Board determines under the provisions of sub-sections (1) and (2) of section 144 of the *Factories and Shops Act 1915*, No. 2650, that any employer may fix and pay piece-work prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

* There are Commonwealth awards for this occupation.

STRAW HAT—(See No. 75)

(137.) TANNERS.†
(Present Determination in force from 22.11.15.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a tanner, carrier, or leather dresser, other than a tanner of sheepskins."

	DAY SHIFT.		NIGHT SHIFT.			WAGES.		Per week of 48 hours.	WAGES.			
	£	s.	d.	£		s.	d.			£	s.	d.
Curriers, that is, persons using in their work a whitening knife, skiver, slicker, whitening slicker, or shaving knife ..	3	8	0	4	5	0	48	1st year's experience ..	0	10	0	} Same as apprentices.
Grainers of bookbinding or furniture leathers ..	3	1	0	3	16	3	48	2nd ..	0	15	0	
Hand fleshers ..	3	3	0	3	18	9	48	3rd ..	1	0	0	
Jiggers of bookbinding or furniture leathers ..	3	1	0	3	16	3	48	4th ..	1	7	6	
Lime jobbers ..	2	15	0	3	8	9	48	5th ..	1	12	6	
Machinists working band-splitting machines ..	3	8	0	4	5	0	48	6th ..	1	17	6	
Machinists working fleshing machines ..	3	3	0	3	18	9	48	PROPORTION (IN ANY FACTORY OR PLACE).		PROPORTION (IN ANY FACTORY OR PLACE).		
Machine shavers ..	3	1	0	3	16	3	48	One apprentice to every three or fraction of three workers receiving not less than 54s. per week of 48 hours.		One improver to every three or fraction of three workers receiving not less than 54s. per week of 48 hours.		
Machinists working unhairing and scudding machines ..	2	18	0	3	12	6	48					
Machinists (not otherwise provided for) working at any machine used for preparing fancy leather ..	2	16	0	3	10	0	48					
Persons employed at japanning or enamelling leather, or at ovens used for japanning or enamelling leather ..	2	18	0	3	12	6	48					
Persons (not otherwise provided for) finishing fancy leathers, and persons trimming green hides after being fleshed ..	2	18	0	3	12	6	48					
Punchers ..	2	18	0	3	12	6	48					
Rollers ..	3	0	0	3	15	0	48					
Strikers ..	3	0	0	3	15	0	48					
Scudders ..	2	18	0	3	12	6	48					
Stoners ..	2	18	0	3	12	6	48					
Table hands ..	2	18	0	3	12	6	48					
Unhairers ..	2	18	0	3	12	6	48					
All others ..	2	14	0	3	7	6	48					
Juvenile workers, i.e., persons under 21 years of age (other than apprentices or improvers) employed as strainers :—												
14 years of age ..	0	13	0									} per week of 48 hours
15 ..	0	17	0									
16 ..	1	2	0									
17 ..	1	7	0									

† There are Commonwealth awards in this trade.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(137.) TANNERS*—*continued.*

SHIFTS.—That the times of beginning and ending shifts and the higher rate to be paid for each hour or fraction of an hour worked by an employee before or after his shift shall be as follows:—

Time of—		Overtime.
Beginning—	Ending—	
DAY SHIFT. <i>Saturday.</i> 7.30 a.m. 12 noon		DAY SHIFT. <i>Saturday.</i> 12 noon to 1 p.m., Time and a quarter. 1 p.m. to 4 p.m., Time and a half. 4 p.m. to midnight, Double time.
<i>Other Days.</i> 7.30 a.m. 5.15 p.m.		<i>Other Days.</i> 3.30 a.m. to 6.30 a.m., Time and a half. 6.30 a.m. to 7.30 a.m., Time and a quarter. 5.15 p.m. to 6.15 p.m., Time and a quarter. 6.15 p.m. to 9.15 p.m., Time and a half. 9.15 p.m. to 3.30 a.m., Double time.
NIGHT SHIFT. 5.30 p.m. 2.30 a.m.		NIGHT SHIFT. 2.30 a.m. to 7.30 a.m., Double time.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS—All work done on—

(a) Sundays and Christmas Day—double time.

(b) On New Year's Day, 2nd January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), and Boxing Day—time and a half; but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, such special rates shall only be payable for work done on the day substituted.

An indenture of apprenticeship prescribed was approved on 31.7.11.

* There are Commonwealth awards in this trade.

(138.) TEA PACKING.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling," has made the following Determination, namely:—

(1) That on the 16th April, 1919, the previous Determination of this Board shall be revoked and replaced by this Determination.
 (2)

Apprentices or Improvers.					Adults.		
MALES.					WAGES.		
Wages.					Males.		
Per week of 48 hours.					Per week of 48 hours.		
14 years	..	..	..	..	13s. 6d.		
15 years	..	..	..	..	17s.		
16 years	..	..	..	..	18s. 6d.		
17 years	..	..	..	..	24s.		
18 years	..	..	..	..	32s. 6d.		
19 years	..	..	..	..	36s.		
20 years	..	..	..	..	41s. 6d.		
PROPORTION (within any factory or place).					Foreman, <i>i.e.</i> , a person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees .. 70s.		
Apprentices.					Headman, <i>i.e.</i> , a person who has charge of employees under, and takes his instructions from, the foreman .. 67s. 6d.		
One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 61s. per week of 48 hours.					All other adult workers 61s.		
Improvers.					Females.		
One male improver to every four or fraction of four male workers receiving at wages rates or piece-work prices not less than 61s. per week of 48 hours.					Headwoman, <i>i.e.</i> , a person who has charge of employees under, and takes her instructions from, the foreman .. 37s.		
					All other adult females 30s.		
FEMALES.							
Wages.							
Per week of 48 hours.							
15 years	..	..	..	..	14s. 6d.		
16 years	..	..	..	..	17s.		
17 years	..	..	..	..	19s.		
18 years	..	..	..	..	21s.		
19 years	..	..	..	..	24s. 6d.		
20 years	..	..	..	..	26s. 6d.		
PROPORTION (within any factory or place).							
Apprentices.							
One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 30s. per week of 48 hours.							
Improvers.							
One female improver to every four or fraction of four female workers receiving not less than 3 s. per week of 48 hours.							

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(138.) TEA PACKING—continued.

JUVENILE WORKERS.
WAGES.

MALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—

Under 16 years of age.			Under 18 years of age.			Under 21 years of age.		
General work, i.e., all work except—			General work, i.e., all work except—			General work, i.e., all work except—		
(a) Bulk blending, i.e., mixing;			(a) Bulk blending, i.e., mixing;			Moving by hand, unassisted, packages		
(b) Moving by hand, unassisted, packages exceeding 35 lbs. gross weight;			(b) Moving by hand, unassisted, packages exceeding 70 lbs. gross weight;			exceeding 100 lbs. gross weight—		
(c) Ramming with a rammer exceeding 3 lbs. in weight;			(c) Ramming with a rammer exceeding 4 lbs. in weight;			Per week of 48 hours.		
(d) Packing tea with a machine other than a power driven machine—			(d) Packing tea with a machine other than a power-driven machine—			18 years 32s. 6d.		
Per week of 48 hours.			Per week of 48 hours.			19 years 36s.		
14 years 13s. 6d.			16 years 18s. 6d.			20 years 41s. 6d.		
15 years 17s.			17 years 21s.					

FEMALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—

Under 18 years of age.			Under 21 years of age.								
General work, i.e., all work except—			General work, i.e., all work except—								
Packing tea with a hand or power-driven machine—			Packing tea with a hand machine—								
Per week of 48 hours.			Per week of 48 hours.								
15 years	18 years	21s.
16 years	19 years	21s. 6d.
17 years	20 years	26s. 6d.

(3) OVERTIME.—All work done in excess of 48 hours in any week shall be paid for at the rate of time and a half.

(4) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Time and a half shall be the special rate for all work done on Sundays, New Year's Day, Foundation Day (26th January), Eight Hours Day (21st April), Good Friday, Easter Monday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(5) PIECE-WORK.—The Board determines under the provisions of sub-sections (1) and (2) of section 144 of the *Factories and Shop Act 1915, No. 2650*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions; and that such piece-work prices shall be fixed so that an average worker can earn not less than the minimum wage fixed by the Board for such work.

(139.) TENTMAKERS.

NOTE.—On the 11th day of November, 1913, the powers of the Tentmakers Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of a maker of—

- Horse rugs;
- Cow rugs;
- Water bags;
- Outside blinds (except Venetian blinds);
- Canvas or duck filters;
- Canvas or duck mail bags.

This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Acts*; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of a maker of tents, tarpaulins, sails, or flags," has made the following Determination, namely:—

(1) That on the 8th April, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.							
WAGES.				WAGES.							
				Males.							
				Per week of 48 hours.							
				Males.		Females.		Per week of 48 hours.			
				s.	d.	s.	d.	s.	d.		
1st six months' experience	10	6	9	6	Foreman in charge of one or more employees	..	72	0
2nd " " "	13	0	10	6	Hand sewer, i.e., any person making, altering, or repairing by hand, any article except flags	..	66	0
2nd year's experience	16	0	13	0	All other adult males	..	54	0
3rd " " "	21	0	16	0	<i>Females.</i>			
4th " " "	26	0	21	0	Forewoman or leading machinist where 10 or more females are employed	..	36	0
5th " " "	31	0	23	6	Machinists operating power or treadle cyclet machines	..	36	0
PROPORTION (IN ANY PLACE).								Machinists operating grummet machines	..	30	0
<i>Apprentices.</i>								Machinists operating 7.5 or larger machines	..	30	0
One male apprentice to every three or fraction of three male workers receiving not less than 54s. per week of 48 hours.								All other adult females	..	27	0
One female apprentice to every three or fraction of three female workers receiving not less than 27s. per week of 48 hours.											
<i>Improvers.</i>											
Two male improvers to each male worker receiving not less than 54s. per week of 48 hours.											
Two female improvers to each female worker receiving not less than 27s. per week of 48 hours.											
Provided that one female improver in lieu of one male improver may be employed.											

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(139.) TENTMAKERS—continued.				
				Time of Ending.
(3) TIME OF BEGINNING AND ENDING WORK	7.45 a.m. .. .. .	.. .. .	.. .. .	1 p.m. on Saturdays.
	7.45 a.m. .. .. .	.. .. .	.. .. .	6 p.m. on the other working days of the week.
(4) OVERTIME.—That the following rates shall be paid for all work done during the times specified hereunder, viz. :—				
Within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week				
Between 1 p.m. and midnight on Saturday .. .. .	.. .. .	.. .. .	.. .. .	Time and a half.
Between 6 p.m. and midnight on any other working day of the week .. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Between midnight and 7.45 a.m. .. .. .	.. .. .	.. .. .	.. .. .	Double time.
(5) CASUAL LABOUR.—Casual workers, i.e., workers employed for not more than 24 hours in any week shall be paid at the rate of 2d. per hour in addition to the ordinary rates.				
(6) SPECIAL RATES.—That double time shall be paid for all work done on Sundays, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.				
(7) PIECE-WORK.—The Board determines, under the provisions of Section 144 of the <i>Factories and Shops Act 1915</i> , that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.				

(140.) TIE MAKERS. (Present Determination in force from 22.5.13.)			
This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a manufacturer of men's and boys' ties."			
			MALES.
			WAGES.
			Per week of 48 hours.
MALES.			
Silk cutter	47s. 6d.	48	1st year, 1st six months 7s. 6d.
Lining cutter	40s.	48	2nd six months 10s.
			2nd year, 1st six months 12s. 6d.
			2nd six months 17s. 6d.
			3rd year, 1st six months 20s.
			2nd six months 25s.
			4th year, 1st six months 30s.
			2nd six months 35s.
			MALES.
			WAGES.
			Lining Cutting.
			Per week of 48 hours.
			1st year, 1st six months.. 7s. 6d.
			2nd six months.. 10s.
			2nd year, 1st six months.. 12s. 6d.
			2nd six months.. 15s.
			3rd year 20s.
			4th year 30s.
			Silk Cutting.
			1st year, 1st six months.. 7s. 6d.
			2nd six months.. 10s.
			2nd year, 1st six months.. 12s. 6d.
			2nd six months.. 17s. 6d.
			3rd year, 1st six months.. 20s.
			2nd six months.. 25s.
			4th year, 1st six months.. 30s.
			2nd six months.. 35s.
			PROPORTION (in any factory or place).
			One male apprentice to every three or fraction of three male workers receiving not less than 40s. per week of 48 hours.
			PROPORTION (in any factory or place).
			Two male improvers to each male worker receiving not less than 40s. per week of 48 hours
			FEMALES.
			WAGES.
			Per week of 48 hours.
FEMALES			
Needle workers employed manufacturing ties of the classes known as Batswing, Thistle, President, Windsor, Lombard, Long Searve, and Wide End	25s.	48	1st year, 1st six months 5s.
All other reedloworkers	22s. 6d.	48	2nd six months 7s. 6d.
Treadle machinists	22s. 6d.	48	2nd year, 1st six months 10s.
Power machinists	20s.	48	2nd six months 12s. 6d.
Boxers	20s.	48	3rd year 15s.
Pressers	20s.	48	4th year 20s.
Adult females not provided for above	20s.	48	
Adult females, without previous experience.—Commencing work at the trade at 21 years of age or over—			
1st six months' experience	15s.	48	
2nd six months' experience	17s. 6d.	48	
2nd year's experience	20s.	48	
			PROPORTION (in any factory or place).
			One female apprentice to every three or fraction of three female workers receiving not less than 20s. per week of 48 hours.
			FEMALES.
			WAGES.
			Needle-workers or Treadle Machinists.
			Per week of 48 hours.
			1st year, 1st six months.. 5s.
			2nd six months.. 7s. 6d.
			2nd year, 1st six months.. 10s.
			2nd six months.. 12s. 6d.
			3rd year 15s.
			4th year 20s.
			All Others.
			1st year 7s. 6d.
			2nd year 10s.
			3rd year 15s.
			PROPORTION (in any factory or place).
			Four female improvers to each female worker receiving not less than 20s. per week of 48 hours

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(140.) TIE MAKERS—continued.

	Time of beginning.		Time of ending.	
TIME OF BEGINNING AND ENDING WORK	7.30 a.m. .. ..	.. ..	6.15 p.m. on five days of the week.	
	7.30 a.m. .. ..	.. ..	1 p.m. on the other working day of the week on which the half-holiday is usually observed.	

OVERTIME—(a) Outside the hours fixed as the time of beginning and ending work } Time and a half.
 (b) Within the hours fixed as the time of beginning and ending work }

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on—
 (a) Sundays, Christmas Day, and Good Friday shall be paid for at the rate of double time.
 (b) Of the undermentioned public holidays (that is to say):—New Year's Day, Boxing Day, the 26th day of January (Foundation Day), the 21st April (Eight Hours Day), and Easter Monday, or such other day as may by authority of Act of Parliament or Proclamation be observed as a public holiday in lieu thereof, shall be paid for at the rate of time and a half.

PIECE-WORK.—This Board has determined that the employer may fix piece-work prices to be based on the wages rates determined.

(141.) TILE LAYERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board was appointed to “determine the lowest prices or rates which may be paid to any persons employed laying or fixing tiles, faience, majolica, or mosaic on floors, walls, or ceilings.”

(1) That this Determination shall come into force on the 27th day of April, 1917.

(2)

Apprentices.			Improvers.			Other Employees.		
WAGES.			WAGES.			WAGES.		
		Per week of 44 hours.			Per week of 44 hours.			Per week of 44 hours.
1st year	.. ..	12s. 6d.	1st year	.. ..	20s.	Adults	.. ..	77s.
2nd "	.. ..	20s.	2nd "	.. ..	25s.			
3rd "	.. ..	25s.	3rd "	.. ..	30s.			
4th "	.. ..	35s.	4th "	.. ..	40s.			
5th "	.. ..	50s.	5th "	.. ..	50s.			
PROPORTION.			PROPORTION.					
One apprentice to every three or fraction of three workers receiving not less than 77s. per week of 44 hours.			One improver to every three or fraction of three workers receiving not less than 77s. per week of 44 hours.					

(3) TIME OF BEGINNING AND ENDING WORK—

	Time of Beginning.		Time of Ending.
7.30 a.m. .. ..	.. ..	.. ..	5.30 p.m. on each of the five days in the week.
7.30 a.m. .. ..	.. ..	.. ..	12.15 p.m. on the day on which the half-holiday is usually observed.

(4) OVERTIME.—That the following rates shall be paid for all work done—

(a) Outside the hours fixed in Clause (3)—

	On Saturday (or the day on which the half-holiday is usually observed).	On other Days.
Between midnight and 7.30 a.m.	Double time	Double time
Between 12.15 p.m. and midnight	Time and a half	Time and a quarter
Between 5.30 p.m. and midnight .. ..	.. ..	.. ..

(b) Within the hours fixed in Clause (3) in excess of 44 hours in any week Time and a quarter

(5) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC—*continued.*(141.) TILE LAYERS—*continued.*

PIECE-WORK—

(6) A Schedule of piece work prices has been fixed by the Board.

(7) The Board determines, under the provisions of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person employed at any work for which this Board has not fixed piece-work prices but has fixed a minimum wage, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

(142.) TIMBER-FELLERS.

NOTE.—This Determination applies to the whole of the State outside and excepting the Metropolitan District as defined in the *Factories and Shops Acts*; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any person employed in the occupation of felling or preparing timber for saw-mills or conveying it to the mills," has made the following Determination, namely:—

(1) That on the 15th day of July, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES.

Apprentices.		Improvers.		Other Employees.		
WAGES.		WAGES.		WAGES.		
Per week of 48 hours.		Per week of 48 hours.		Per week of 52 hours.		
s. d.		s. d.		£ s. d.		
1st 6 months	.. 7 6	16 years of age	.. 27 6	Driver of snig-team or vehicle (other than a tram truck) conveying logs to mill—		
2nd 6 "	.. 10 0	17 "	.. 32 6	Where one horse is used 3 5 0		
2nd year "	.. 15 0	18 "	.. 37 6	And 2s. 6d. extra per week for every additional horse.		
3rd "	.. 20 0	19 "	.. 42 6	Trucker 3 6 0		
4th "	.. 27 6	20 "	.. 50 0			
5th "	.. 35 0	PROPORTION.		Per week of 48 hours.		
6th "	.. 40 0	One improver to every four workmen receiving not less than 62s. per week of 48 hours.		Ropeman	..	.. 3 8 0
PROPORTION.				Bullock-driver, feller, or guard on steam tramway	..	.. 3 6 0
One apprentice to every three or fraction of three workers receiving not less than 62s. per week of 48 hours.				Swamper..	..	.. 3 4 0
				All others	..	.. 3 2 0

(3) OVERTIME.—Any employee who in any week works for any time in excess of the hours fixed in the Determination as a week's work, shall be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, Good Friday, Easter Monday, Eight Hours Day (21st April), and Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(143.) TINSMITHS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Acts*; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the *Factories and Shops Acts*, the Special Board appointed to "determine the lowest prices or rates of payment payable to any person or persons or classes of persons employed in the process, trade, or business of preparing or manufacturing articles made of tin plate or other sheet metal, including the japanning of such articles," has made the following Determination, namely:—

(1) That on the 23rd day of May, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(143.) TINSMITHS—*continued.*

(2)

APPRENTICES AND IMPROVERS.

Wages per Week of 48 Hours.			Number (In any piece).	
	Apprentices.	Improvers.	Apprentices.	
1st year's experience	11s.	11s.	One apprentice to every three or fraction of three workers receiving not less than 61s. per week of 48 hours.	
2nd " " " " " " " "	16s.	16s.	An indenture of apprenticeship prescribed was approved on 20th May, 1911.	
3rd " " " " " " " "	22s.	23s.	Improvers.	
4th " " " " " " " "	30s.	32s. 6d.	One improver to every five or fraction of five workers receiving not less than 64s. per week of 48 hours.	
5th " " " " " " " "	40s.	45s.		

(3) JUVENILE WORKERS (other than apprentices or improvers)—

	Wages per Week of 48 Hours.					
	1st Year's Experience in Class A.	2nd Year's Experience in Class A.	3rd Year's Experience in Class A.			
<i>Under 17 years of age.</i>						
CLASS A.						
(1) Putting wire handles in camp kettles, wiring handles for kettles and dippers, folding flat tin handles, folding spouts and barrels for kerosene pumps, forming handles for pannikins and dippers, forming rims for lids, notching (except by power machines), using guillotine for above work, holding general sheet metal work for journeymen or soldering canisters other than seams, tops, or bottoms	12 6	17 6	22 6			
(2) Polishing, cleaning, testing to detect leaks, making spouting tubes, cutting and making wire handles, cutting hoop iron and wire for general sheet metal work, blackening or tarring shovels or closet pans, packing carrying or moving goods, lighting or attending fires or engaged on canister work at topping tins or trimming scrap	12 6	15 0	20 0			
<i>Under 21 years of age.</i>						
CLASS B.						
Soldering down pipes not heavier than 24 gauge or larger than 4 inches in diameter	33 0	40 0	48 0			
CLASS C.						
Repairing leaks in general sheet metal work or assisting at rollers for forming down pipes, or engaged at general sheet metal work on the following machines, viz.:—Burnishing and spinning lathes, curving machines, guillotines for curting spouting and ridging, stamping machines or presses, or spouting and ridging machines	22 6	30 0	37 6	45 0		
CLASS D.						
Engaged at canister work on the crank press	27 6	32 6	40 0	47 6		
CLASS E.						
Engaged at general sheet metal work or canister work on any other power machine or at canister work on the following machines or presses:—monkey, pendulum, screw, or treadle, machines for folding canisters of holding capacity up to and including one pint, bonding (other than by angle bender or folder), body forming (other than by angle bender), clenching, crimping, curling, double seaming, flanging, hinge hooking, hinge seating, lock seaming, notching, rolling, squeezing, trimming, or wire forming, or feeding or taking off in connexion with any power soldering machine or employed in connexion with japanning at scouring, cleaning, assisting to polish or general rough work, or engaged on cabinet handles in cutting strips, clips, and holes on guillotine, bonding clips round ring, fitting same and opening out ends, or employed at hinge making in cutting metal into strips, or putting in pins	15 0	20 0	25 0	32 6	40 0	47 6

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(143.) TINSMITHS—*continued.*

(4) OTHER EMPLOYEES.—WAGES.

Tinsmiths or sheet metal workers who cut patterns or make up articles from patterns cut by themselves	...	...	...	...	75s.	per week of 48 hours
Other tinsmiths or sheet metal workers	...	...	...	...	70s.	" "
Repairers on general sheet metal work	...	...	...	...	70s.	" "
Machinists on general sheet metal work	...	...	...	...	66s.	" "
Solderers of down pipes	...	...	...	...	...	...
Artistic japanners	...	...	...	...	...	...
Gold workers	...	...	...	...	70s.	" "
Ornamental pencil workers	...	...	...	...	...	...
Filleters	...	...	...	...	...	...
Grainers	...	...	...	...	64s.	" "
Liners	...	...	...	...	...	...
Writers	...	...	...	...	...	...
Makers or repairers of canisters or oil tins or parts thereof—						
(a) by hand	...	...	...	...	67s.	" "
(b) by machine	...	...	...	...	61s.	" "
Cap solderers	...	...	...	...	...	...
Canister vent closers	...	...	...	...	67s.	" "
Persons attending—						
(a) Power capping machines	...	...	...	...	...	...
(b) the metal pot on a power automatic body forming or seam soldering machine or the metal pot on a power automatic end soldering machine	...	...	...	...	63s.	" "
All others	...	...	...	...	61s.	" "

(5) TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	...	Time of Ending.	...
7.30 a.m.	...	12.15 p.m.	on the day on which the half-holiday is observed.
7.30 a.m.	...	5.45 p.m.	on the other working days of the week.

(6) OVERTIME.

Outside the time of beginning and ending work as herein fixed ... }
 Within the time of beginning and ending work in excess of the hours fixed in } Time and a half
 this Determination as a week's work ... }

(7) SPECIAL RATES. Double time shall be the special rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

A Schedule of piece-work prices has been fixed by the Board.

(144.) TRAMWAY. *—(Determination not yet made.)

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in any business or occupation connected with tramway lines, tram cars, tramsheds, or tramway works, other than the erection or repair of buildings."

* There are Commonwealth awards for this occupation.

(145.) TUCKPOINTERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District, as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Oakleigh, Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol; and such portion of the shire of Moorabbin as is within 10 miles of a city or town.

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, wheresoever employed in the trade or business of a tuckpointer," has made the following Determination, namely:—

(1) That on the 5th November, 1917, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.						OTHER EMPLOYEES.	
					Wages per Week of 44 Hours.		
					s. d.		
1st year	..	..	..	..	10 0	Tuckpointers	.. 1s. 7½d. per hour, or 71s. 6d. per week of 44 hours
2nd "	..	..	..	..	20 0		
3rd "	..	..	..	..	27 6		
4th "	..	..	..	..	40 0		
5th "	..	..	..	..	55 0		
APPRENTICES (PROPORTION BY ANY EMPLOYER).							
One apprentice to every three or fraction of three workers receiving not less than 71s. 6d. per week of 44 hours.							
IMPROVERS (PROPORTION BY ANY EMPLOYER).							
One improver to every three or fraction of three persons receiving not less than 71s. 6d. per week of 44 hours.							

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(145.) TUCKPOINTERS—*continued.*

(3) DEFINITIONS.—Whenever occurring in this Determination, the following expressions shall have the meanings hereby assigned to them (that is to say):—

- (a) Metropolitan Centre shall mean the Melbourne General Post Office
- (b) Any other centre shall mean the respective town halls of Ballarat, Bendigo, Geelong, and Warrnambool } and all distances from a centre shall be computed by the radius.

(4) ALLOWANCES.—The following extra rates shall be paid to any persons whosoever employed—

- (a) On all work distant from the metropolitan centre 3 miles and up to 6 miles, ¼d. per hour extra.
- (b) On all work distant from the metropolitan centre over 6 miles and up to 16 miles, 1d. per hour extra.
- (c) On all work distant from any other centre 3 miles and up to 6 miles, ¼d. per hour extra.
- (d) On all work distant from any other centre over 6 miles and up to 8 miles, 1d. per hour extra.

Provided always that where the locality of the work is nearer to the employee's residence than to the centre, all distances shall be reckoned from the employee's residence, which in such case shall be deemed to be the centre.

(5) TIMES OF BEGINNING AND ENDING WORK.—

Times of Beginning.		Times of Ending.	
7.45 a.m.	.. ..	5.15 p.m.	on each of five days of the week.
7.45 a.m.	.. ..	12.15 p.m.	on the other working day of the week on which the half-holiday is usually observed.

(6) OVERTIME.—The following rates shall be payable:—

- (a) Time and a quarter for work done between 5.15 p.m. and 7.15 p.m. on any working day other than the day on which the weekly half-holiday is usually observed.
- (b) Time and a half for all other work done outside the times of beginning and ending work on any week day.
- (c) Time and a quarter for all work done within the times of beginning and ending work in excess of 44 hours in any week.

(7) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate for all work done on Sundays, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, Boxing Day, and New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(8) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

(146.) UNDERCLOTHING.

NOTE.—(a) This Determination applies to the Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

(b) On the 2nd July, 1907, the powers of the Underclothing Board were extended to enable it to determine the lowest prices or rates of payment for wholly or partly preparing or manufacturing all classes of pillowslips.

(c) On 12th June, 1911, the power to determine the lowest prices or rates of payment for wholly or partly preparing or manufacturing blouses was taken from the Underclothing Board and conferred solely on the Dressmakers Board.

The Determination of this Board, which was appointed "to determine the lowest prices or rates of payment for wholly or partly preparing or manufacturing all articles of women's and girls' underclothing, except stays and corsets, also nightgowns, blouses, pinafores, aprons, and infants' gowns and underclothing," was amended by the Court as follows:—

(Determination of the Court of Industrial Appeals.)

(1) That on the 12th December, 1917, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.				ALL OTHER EMPLOYEES.				Wages per week of 48 hours.			
				Males.							
				Wages per week of 48 hours.							
				Male.	Female.						
				s. d.	s. d.						
1st year	10 6	7 0	Cutters	..	..	..	..	65 0
2nd "	16 6	11 0	Machinists	..	..	..	..	57 0
3rd "	25 0	16 0	All others	..	..	..	..	55 0
4th "	35 0	21 6						
5th "	45 0	26 0						
						Females.					
						Cutters	..	..	..	..	33 0
						Machinists	..	..	..	..	29 0
						Pressers	..	..	..	..	29 0
						All others	..	..	..	..	28 0

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to each worker of the same sex receiving not less than the minimum wage.

Improvers.

Three improvers to every two or fraction of two workers of the same sex receiving not less than the minimum wage.

The prescribed form of indenture as amended was approved on 21st September, 1917.

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of Beginning.		Time of Ending.	
7.50 a.m.	.. ..	0.20 p.m.	on five days of the week.
7.50 a.m.	.. ..	1 p.m.	on the other working day of the week on which the half-holiday is usually observed.

(4) OVERTIME.—Any employee who, within the hours of beginning and ending work, works in any week for any time in excess of 48 hours, shall be paid for such extra time at the rate of time and a half.

Any employee who is engaged outside the hours specified in this Determination as the times of beginning and ending work upon such day shall be paid for such overtime at the rate of time and a half.

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on Sunday shall be paid for at the rate of double time, and on New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day at the rate of time and a half; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(6) PIECE-WORK.—A Schedule of piece-work rates has been fixed by the Board, which has also determined under the provisions of section 144 of the Factories and Shops Act 1915 that any employer may fix and pay piece-work prices to any person employed at any work for which this Board has not fixed piece-work prices but has fixed a minimum wage, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued

(147.) UNDERTAKERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board which was appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the business or occupation of an undertaker,” has made the following Determination, viz. :—

(1) That on the 23th December, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per week of 48 hours.		Per week of 48 hours.		
1st year's experience	.. 15s.	Under 18 years of age	.. 22s. 6d.	Workers engaged in making coffins of wrought timber for either polishing or varnishing	.. .. 70s. per week of 48 hours.
2nd year's experience	.. 20s.	18-19 years of age	.. 29s.	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals	.. .. 66s. per week of 48 hours.
3rd year's experience	.. 25s.	19-20 years of age	.. 35s.	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or waggons	.. .. 67s. per week of 50 hours.
4th year's experience	.. 30s.	20-21 years of age	.. 42s. 6d.	Other chauffeurs	.. .. 62s. per week of 50 hours.
5th year's experience	.. 35s.			Workers engaged in driving or grooming horses, washing vehicles, cleaning harness, doing general stable work, or placing remains of deceased persons in coffins	.. .. 62s. per week of 52* hours.
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		Provided that workers who live at branch establishments, and work for more than two days per week at the employer's principal place of business, shall receive	.. .. 20s. per week extra.
One apprentice to every two or fraction of two workers receiving not less than 62s. per week of 52 hours.		One improver to every seven or fraction of seven employees receiving not less than 62s. per week of 52 hours.		and that workers who live and work at either principal or branch establishments shall receive	.. .. 10s. per week extra.

(3) TIME OF BEGINNING AND ENDING WORK.—

(a) For workers engaged in conducting funerals, making, trimming, or polishing coffins—

Time of Beginning.	Time of Ending.
7.30 a.m.	6.30 p.m. on six days in the week.

(b) For all other workers—

7 a.m.	6.30 p.m. on six days in the week.
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(4) OVERTIME.—

Outside the hours fixed as the times of beginning and ending work Time and a half.
 Within the hours so fixed in excess of the number of hours as fixed for a week's work Time and a quarter.

(5) CASUAL LABOUR.—Casual employees, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter, with a minimum of 9s. per day.

(6) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be paid for all work done on Sundays, New Year's Day, Good Friday, and Christmas Day. Provided that persons employed at cleaning out stables, feeding, grooming, and bedding-down horses shall be paid for the first two hours' work at the ordinary rate.

(7) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

(148.) WATCHMAKERS.

NOTE.—This Determination applies to the following parts of Victoria, viz. :—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the town of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was appointed “to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of a watch or clock maker (including repairers)” has made the following Determination, namely :—

(1) That on the 22nd April, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(148.) WATCHMAKERS—*continued.*

(2)

Apprentices or Improvers.				Other Employees.		
WAGES PER WEEK OF 46½ HOURS.				Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination Applies.	
					Wages per week of 46½ Hours.	Wages per week of 46½ Hours.
		APPRENTICES.	IMPROVERS.			
		<i>s. d.</i>	<i>s. d.</i>			
1st year's experience	..	7 6	10 0			
2nd "	..	12 6	15 0			
3rd "	..	15 0	25 0			
4th "	..	25 0	35 0			
5th "	..	32 6	40 0			
6th "	..	42 6	55 0			
PROPORTION (IN ANY PLACE).				Adults	..	..
<i>Apprentices.</i>					75/-	72/-
Two apprentices to the first three workers or fraction thereof receiving not less than the minimum wage, and thereafter one apprentice to every three such workers or fraction thereof.						
An indenture of apprenticeship prescribed was approved on 7th August, 1911.						
<i>Improvers.</i>						
One improver to every four workers receiving not less than the minimum wage.						

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.

Time of Ending.

8 a.m. 1 p.m. on the day on which the half-holiday is usually observed.
8 a.m. 6 p.m. on the other working days of the week.

(4) OVERTIME.—All work done outside the hours specified as the times of beginning and ending work, or for any work done within such hours in excess of 46½ hours in any week, shall be paid for at the rate of time and a quarter.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sundays, New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

WATERPROOF CLOTHING.—(See No. 39.)

WHOLESALE GROCERS.—(See No. 71.)

(149.) WICKER.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

This Board, which was "appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a manufacturer of bamboo or wicker goods," has made the following Determination, namely:—

(1) That on the 10th day of August, 1913, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.				OTHER EMPLOYEES.	
Wages per Week of 48 Hours.				Wages per Week of 48 Hours.	
1st year	...	...	9s.	Persons not provided for in the piece-work schedules employed—	
2nd "	...	...	17s.	(a) in the making or repairing of basket-ware 65s.	
3rd "	...	...	25s.	(b) on other work 67s. 6d.	
4th "	...	...	31s.		
5th "	...	...	37s.		
6th "	...	...	44s.		
PROPORTION (IN ANY FACTORY OR PLACE).					
<i>Apprentices.</i>					
1 apprentice to 1, 2, or 3...	...	...	...	workers receiving not less than 65s. per week.	
2 apprentices to 4 or 5	...	...	...
3 "	6	...	...
4 "	7	...	...
5 "	8	...	...
6 "	9 or 10	...	...
and thereafter 1 apprentice to every 3 or fraction of 3					
The prescribed form of indenture was approved on 8th April, 1911.					
<i>Improvers.</i>					
1 improver to 3	...	...	...	workers receiving not less than 65s. per week.	
2 improvers to 8	...	...	...
and thereafter 1 improver to every 6	...	...	...

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(149.) WICKER—*continued.*

(3) TIME OF BEGINNING AND ENDING WORK.—

	Time of Beginning.	Time of Ending.
Monday, Tuesday, Wednesday, Thursday, } and Friday	7.45 a.m.	5.30 p.m.
Saturday	7.45 a.m.	12.30 p.m.

(4) OVERTIME.—

Within the times of beginning and ending work in excess of 48 hours in any week ...	} Time and a quarter
Between 12.30 p.m. and 5 p.m. on Saturday	
Between 5.30 p.m. and 9 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday ...	} Double time.
Between 5 p.m. and midnight on Saturday	
Between 9 p.m. and midnight on Monday, Tuesday, Wednesday, Thursday, or Friday ...	
Between midnight and 7.45 a.m.	

Provided that no person shall be employed working overtime at less than 9d. per hour.

(5) SPECIAL RATES.—Time and a half shall be the rate for all work done on New Year's Day, Foundation Day (26th January) and Boxing Day; and double time shall be the rate for all work done on Good Friday, Easter Monday, Eight Hours Day (21st April) and Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the Special Rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

(6) PIECE-WORK.—A schedule of piece-work prices has been fixed by the Board.

(150.) WIREWORKERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a wire-worker, using six gauge or smaller wire, but not including persons employed in making wire netting, barbed wire, wire nails, or wire mattresses," has made the following Determination, viz.:—

(1) That on the 26th day of April, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Juvenile Workers.			Other Employees.		
Wages per week of 48 hours.			Per week of 48 hours.			WAGES.		
	s.	d.		s.	d.		Per hour.	Per week of 48 hours.
1st year	12	6	1st year	10	0	Wire-workers Weavers All others.. ..	s. d.	s. d.
2nd "	17	6	2nd "	12	6		1 5½	70 0
3rd "	22	6	3rd "	15	0		1 5½	70 0
4th "	27	6	DEFINITION OF JUVENILE WORKERS. Persons under 21 years of age (other than apprentices and improvers) engaged minding swifts, blacking, painting, or oiling, carrying or moving material, packing, cleaning up factory, or going messages.				1 3¼	63 0
5th "	32	6						
6th "	42	6						
PROPORTION. (In any factory or place.) Apprentices. One apprentice to every three or fraction of three workers receiving not less than 63s. per week of 48 hours. An indenture of apprenticeship prescribed was approved on 4.11.12.								
IMPROVERS. One improver to every two workers receiving not less than 63s. per week of 48 hours.								

(3) TIME OF BEGINNING AND ENDING WORK:—

Time of Beginning.	Time of Ending.
7.45 a.m.	5.30 p.m. on each of five days of the week.
7.45 a.m.	1 p.m. on the other working day of the week on which the half-holiday is usually observed.

(4) OVERTIME:—

For work done within the times of beginning and ending work in excess of 48 hours in any week ..	} Time and a third.
For work done between 1 p.m. and midnight on the day on which the half holiday is usually observed ..	
For work done between 5.30 p.m. and midnight on the other working days	
For work done between midnight and 7.45 a.m.	} Double time.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) PIECE-WORK.—A schedule of piece-work rates has been fixed by the Board.

(151.) WOODWORKERS.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

The powers of this Board were altered on 20.1.19, so that it can now "determine the lowest prices or rates which may be paid to any persons (other than persons under the jurisdiction of the Carpenters, Agricultural Implements, or Picture Frame Boards, or persons engaged in ship or boat building or the erection of bridges, wharfs, or similar structures) employed as—

- Carpenters, joiners, or box-makers;
- Stackers, sorters, loaders, or unloaders of sawn timber;
- Saw-mill, timber yard, box factory, or joiner's workshop employees,
- Woodworkers making articles not under the jurisdiction of any Special Board heretofore appointed or hereafter to be appointed."

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—continued.

(151.) WOODWORKERS—continued.

(1) That on the 14th day of October, 1918, the last previous Determination of this Board shall be revoked, and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.	
Experience.	Wages per Week of 48 Hours.		Wages per Week of 48 Hours.	Persons employed at—
	Apprentices.	Improvers.		
1st year ..	10s.	15s.	Belt repairers or attendants (other than machinists or sawyers attending to or repairing their own belts)	Removing first cuts off logs (but not persona carrying light material from crosscut saws) ..
2nd ..	17s. 6d.	20s.	Belt sanders	Shaping machine
3rd ..	25s.	30s.	Box-makers	Spoke planer
4th ..	32s. 6d.	40s.	Carpenters, i.e., persons making—	Spoke throater
5th ..	40s.	47s. 6d.	Stock doors not larger than 7' x 3' x 2", double insertion moulded or ledge only; stock sashea not larger than 6' x 3' x 1½", or stock frames for same; field gates, picket gates; hurdles; ladders; step ladders; skirt-ironing boards; shirt-ironing boards; boot-cutting boards; tailor's cutting boards; paste boards; clothes horses; fly-wire doors; fly-wire windows; tree guards; dog kennels; wheel-barrows; water closets (other than preparing pedestal seats) ..	Spoke turning
6th ..	47s. 6d.	..	Carpenters (all other)	Stacking boxes
PROPORTION IN ANY FACTORY OR PLACE.			Coaters	Tenoning machine
Apprentices.			Dogger-up on band-saw carriages ..	Timber bending
One apprentice to every two or fraction of two workers receiving not less than 61s. per week of 48 hours.			Electrical crane-worker	Turning logs on skids for gang frames
Improvers.			Gauger on band saw carriages	Veneer lathes cutting veneer for ply wood, who grind their own knives or cutters ..
One improver to every four workers up to 24 workers, and thence one improver to every additional eight workers receiving not less than 61s. per week of 48 hours.			Glaziers	Veneer lathes cutting veneer for ply wood, who do not grind their own knives or cutters ..
An amended form of indenture of apprenticeship prescribed was approved on 9.2.15.			Joiners	Veneer gluing machines
			Labourers	Veneer lathes and glueing machines as assistants and persons carrying ply wood, bundling, or placing same in crates ..
			Lever-men on disappearing cross-cut saws	Polishers
			All other lever-men	Pullers-out at leading saw benches ..
			Log pond men	Pullers-out at re-cut band saw or any other saw benches ..
			Machinists (box-lacing)	Saw doctors—
			Machinists (box-nailing)	Log or recutting band saw, sharpening for one machine ..
			Machinists (box-printing)	Log or recutting band saw, sharpening for more than one machine
			Machinists (emery-paper)	Other saw doctors, i.e., persons who braze, hammer, straighten, and put saws in perfect working order
			Machinists (pressing ply wood) ..	Saw sharpeners
			Machinists (sand)	Saw (band) slabbers
			Machinists not otherwise provided for	Sawyer (crosscut)
			Ordermen	Sawyers (horizontal shingling) ..
			Mantelpiece makers	Sawyers (breaking down)
			Packers	Sawyers (roller re-cut band), not brazing or sharpening their own saws, if blade does not exceed 3" in width
			Painters	Sawyers (roller re-cut band), brazing or sharpening their own saws, if blade does not exceed 3" in width
			Persons employed at—	Sawyers (roller re-cut band) if blade exceeds 3" in width
			Boring machine	Sawyers (band or jig) not brazing or sharpening their own saws ..
			Boult'a carver	Sawyers (band or jig) brazing or sharpening their own saws ..
			Bundling lining boards and weatherboards	Sawyers (circular) cutting less than 7½" deep
			Buzzer	Sawyers (circular) cutting 7½" deep or over
			Carrying light material from cross-cut saws	Sawyers (circular) preparing timber for moulding machine or detail work
			Cleaning up sawdust	Sawyers (gang frame) cutting less than 18" deep
			Cleaning up shavings	Sawyers (gang frame) cutting 18" deep or over
			Copying lathe	Smiths
			Cranes (overhead, steam, or electric) slinging timber	Strikers
			Door-planing machine	Stackers
			General joiner machine	Tallymen
			Mortising machine	Woodturners
			Moulding machine, or two or three or four side planer, who grind their own knives or cutters	
			Moulding machine, or two or three or four side planer, who do not grind their own knives or cutters	
			Removing boxes	
			Removing firewood	

A foreman is a man who has under his charge or control any other adult person or persona, and shall be paid One shilling per day over and above the highest rate fixed by this Determination for the person or persons under his charge or control.

A Tallyman or Orderman is a man who selects or marks timber for cutting or dressing, or who measures timber for delivery, who is responsible for the execution of orders, or for the selection of suitable timber for manufacture in a joiner's shop.

(3) TIME OF BEGINNING } 7.30 a.m. 5.15 p.m. on each of the five ordinary working days in the week
AND ENDING WORK } 7.30 a.m. 1 p.m. on Saturday.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*(152.) WOODWORKERS (COUNTRY)—*continued.*

A foreman is a man who has under his charge or control any other adult person or persons, and shall be paid One shilling per day over and above the highest rate fixed by this Determination for the person or persons under his charge or control.

	Time of Beginning.		Time of Ending.
(3) TIME OF BEGINNING	7.30 a.m. . . . .	.. .. .	5.30 p.m. on each of the five ordinary working days in the week.
AND ENDING WORK	7.30 a.m. . . . .	.. .. .	1 p.m. on Saturday.

(4) OVERTIME.—The following rates shall be paid for all work done:—

Within the hours fixed as the time of beginning and ending work in excess of 48 hours in any week	..	Time and a quarter.
Between 1 p.m. and 5.30 p.m. on Saturday or the day on which the weekly half-holiday is observed	..	Time and a quarter
Later than 5.30 p.m. or earlier than 7.30 a.m. on any working day	.. .. .	Time and a half.

(5) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, Good Friday, Easter Monday, Christmas Day, Eight Hours Day (21st April), but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) The Board determines, under the provisions of section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person employed at any work for which this Board has not fixed piece-work prices but has fixed a minimum wage, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

(153.) WOOLLEN TRADE.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Acts*; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, Castlemaine, and Sebastopol; and such portion of the shire of Bungaree as is within 10 miles of a city or town.

In accordance with the provisions of the *Factories and Shops Acts 1915*, the Special Board, appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business carried on in a woollen mill," has made the following Determination, namely:—

(1) That on the 24th April, 1919, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.				ALL OTHER EMPLOYEES.			
				Wages per week of 48 hours		Wages per week of 48 hours.	
				Male.	Female.	Day Shift.	Night Shift.
				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	...	...	...	13 6	12 0	65 0	75 0
2nd "	...	...	...	16 6	14 0	68 0	78 0
3rd "	...	...	...	20 0	17 0	73 0	83 0
4th "	...	...	...	23 0	19 0	69 0	79 0
5th "	...	...	...	28 6	21 6	69 0	79 0
6th "	...	...	...	35 0	25 0	66 0	76 0
PROPORTION (IN ANY PLACE).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.							
An indenture of apprenticeship prescribed was approved on 21st April, 1911.							
<i>Improvers.</i>							
Three improvers to each worker of the same sex receiving not less than the minimum wage.							
				Power Loom Tuners—			
				First year's experience as a power loom tuner			65 0
				Second year's experience as a power loom tuner			68 0
				And thereafter			73 0
				Assistant foreman spinner			69 0
				Assistant foreman carder			69 0
				Man in charge of wool scouring and carbonizing machines			66 0
				Man in charge of Willey house			66 0
				Fettler			64 0
				Male warper			64 0
				Female warper			36 6
				Power loom weavers			30 0
				All other adult males			63 0
				All other adult females			33 0

(3) SHIFTS.—That—

(a) The hour of beginning and the hour of ending each shift shall be as follows:—

				DAY SHIFT.	
				Time of beginning.	Time of ending.
Monday to Friday	...	...	...	7.30 a.m.	5.30 p.m.
Saturday	...	...	...	7.30 a.m.	12 noon
				NIGHT SHIFT.	
Monday to Thursday	...	...	...	6 p.m.	6 45 a.m. on the following day

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a quarter calculated on the rates fixed for the Day shift.

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC.—*continued.*

(153.) WOOLLEN TRADE—*continued.*

(4) SUNDAYS AND PUBLIC HOLIDAYS.—That time and a half shall be the special rate for all work done on Sundays, and double time the special rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, Boxing Day, but if any day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays the special rate shall only be payable for work done on the day so substituted.

(5) PIECE-WORK.—A Schedule of piece-work prices for certain classes of work has been fixed by the Board, which has determined, under the provisions of Section 144 of the *Factories and Shops Act 1915*, that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has not fixed piece-work prices, but has fixed a minimum wage provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.



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