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SUMMARY

OF

WAGES AND CONDITIONS FIXED BY WAGES BOARDS

OR BY

COURT OF INDUSTRIAL APPEALS.

Jielona

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

6689.-Price 1s.

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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 wo nen 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 18.2.16.1

Nore.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Babarat, Bendigo, Geelong, and Warrnamhool; the towns of Ballarat East and Sandringham; and the broughs of Eiglehawk 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, trate, or business of an aerated water or cordial or non-intoxicating beer manufacturer."

(2)

Apprentices or improvers.	Juvenile Workers.	Other Employees.						
Wages per Week of 48 Hours. 14 years 11s, 15 years 13s, 6d. 16 years 16s, 17 years 21s 18 years 25s, 19 years 27s, 6d. 20 years 35s. PROPORTION (within any factory 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 in prover to every ten or fraction of ten workers receiving not less than 50s, per week of 48 hours.	Wages per Week of 48 Hours. Persons un fer 21 years of age other than apprentices or improvera engaged in general work, i.e., all work with the exception of— (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— 15 years 15s. 15 years 17s 6d. 17 years 23s 6d. 18 years 27s. 6d. 19 years 31s. 20 years 40s.	Wages per Week of 48 Hours. Persons in charge of machinery or aerated water making plant 60s. Cordial makers 54s. All others 50s.						

Time of Beginning.

Time of Ending.

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 P. rliament or Proclamation substituted for any of the ab ve-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.)

(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 Warrannbool; the towns of Ballarat East and Sandringham; and the boroughs of Eiglehawk, Geelong West, Newtown and Chilwill, 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 bisiness of an aerated water or corolal or non-intovicating beer manufacturer."

			Hours o		-			of Work Week
Apprentices or Improvers.	Juvenile Workers.	Minimum Wage.	From 1st Oct. to 31st Mar.	From 1st April to 30th Sept.	Other Employees.	Minimum Wage.	From 1st Oct. to 31st Mar.	From 1st April to 30th Sept.
WAGES. Per week of 55 hours from 1st October to 31st. March, und 46 hours from the 1st April to 30th September. 1st year	Waggon boya— Under 18 years of age 18 years of age 19 years of age 20 years of age		55	46	Assistant carters Drivers of one-horse vehicles Drivera of two-horse vehicles And 3s. per week extra for each additional horse Motor drivers Stablemen	51s. 55s. 57s. 6d. 60s. 50s.	57	46
not less than 55s. per week.	The hours fixed abo	ve for a	week's	work as	re to be taken aa includir	ig time o	eenpied	l

attending to horses.

(3) Overtime — Any employee w o 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 anch 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 Christians Day; but if any other day be by Act of Parliam int or Proclumation 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.

(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 Sand, ingham; the horoughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol; and the Shire of Braybrook.

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

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

(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.	Juveulle Wo	rkers.		Other Employees.						
				Wages per Week of 48 Hours. Assemblers						
Wages per Weck of 48 Hours.	Wages per Week o	f 48 Hours.		Address In the state of the Children	. 61s					
ist year's experience 10s.	14 years of age		148.	Dalt authors	. 61s.					
		• •	178.	Dla alaquith a	. 72					
J J	10	• •	20s.	Dla alsomith's ataileans	. 61a					
	1	••	248.	D III						
		••		Committee	. 674					
oth year's experience 28s.	18 years of age	• •	288.	Carpenters	. 716					
oth year's experience 34s.	19 years of age	• •	358.	Crane attendants	. 58					
	20 years of ago	• •	42s.	Cranes—						
				Operators of overhead travelling	. 61.					
Proportion (in any factory or place).				Men in charge of other	. 61s					
					. 61s					
Apprentices.	•			Fitters engaged in fitting scarifiers, harrows, dra						
				harrows, disc ploughs, mould-board ploughs						
One apprentice to every two or fraction				disc cultivators, tooth cultivators, or roller						
of two workers receiving at wages or					. 71s					
piece-work prices not less than 58s. per					. 64s					
week of 48 hours.					. 588					
				Machinists (iron) not otherwise provided for .						
				Machinists (wood) not otherwise provided for .	678					
Improvers.					. 61s					
				Men working wood-shaping machine or Boult	8					
One improver to the first four or fraction				0	. 70e					
of four adults, receiving not less than				Men working boring machine	. 61s					
64s. per week of 48 hours, and there-				Men working mortising machines, or cross-ou	t					
after one improver to every four				saw	. 61s					
additional such adults.				D-1-4 W-14	. 71s					
				Painters-Brush hands	. 61e					
				T1	. 61s					
•				Pattern makers	. 78					
				Description and the street law and a	. 58					
				Pullers-out	. 61s					
				Chart in an alone	. 65					
				Storomor under men er elemen	. 58					
	†			Stores, men in charge of	. 61s					
				Timber markers	70					
				Tive be and all an	58					
	•			Trimban are also an	. 6la					
				Man and Gard						
•				117h 1 t h A	. 716					
				Wheelwrights	. 71:					

DEFINITIONS-

Juvenile Workers-

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

- (a) Finning, pointing, heating, and cutting off bolts in the bolt and nut making department.
 (b) Screwing and tapping bolts in any department.
 (c) Helding up for sheet iron workers or fitters.
 (d) Crushing and wheeling coke.

- (e) Striking for apprentices to blacksmithing.
 (f) Working friction drilling machines, drilling holes up to and inclusive of \(\frac{7}{16} \)-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 su 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

- (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
- (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.

(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 Shopa Acta; the chies of Ballarat, Bendige, Geelong, and Warrnambool; the tewns of Ballarat East and Sandringham; the beroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sandringham; the bendiged Bendiger of Ballarat East and Sandringham; the benough 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—

- (I) 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 Improv	ers.	Juvenile Workers. Other Employees.	
Wages per Week of 48 H lat year's experience 2nd ,, 3rd ,, 4th ,, 5th ,, 6th ,,	Iours 10s 14s 18s 22s 25s 34s.	than apprentices or improvers) employed— (a) Screwing bolts, (b) Holding up for sheet-iron workers (c) Holding up for sheet-iron workers Mondders	2s. 2s. 2s.
Proportion (in any factory Apprentices. Two apprentices to eve fraction of five workers not less than 57s. per 48 hours.	ry five or receiving	smithing, (e) Working friction drilling machines drilling holes up to and inclusive of $\frac{1}{1}$ in. diameter 14 years of age 14s. 15 , 17s. 16 , 20s. 17 , 22s. 18 , 28s. 19 28s. 19 28s. 19 leughs, disc cultivators, tooth cultivators, rollers, lifting-jacks, or stump extractors 66 Painters - writers or liners 68 Painters - brush hands 57 Sheet-iron workers and man in charge of bull-doz-r, press, or power hammer 58 Belt-cutters, drillers, grinders, malleable iron annealers, men working boring machine,	8s. 6s. 8s. 7s.
Improvers. One improver to every fraction of three workers net less than 57s. per 48 hours.	receiving	20 ,, 42s. Machinista (iron), not provided for above 58 Machinista (wood), not provided for above 66 Strikers and assemblers 57	7s. 8s. 6s. 7s. 7s.

(3) TIME OF BEGINNING AND ENDING WORK .-

Time of Ending.

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

6 p.m. on the other working days of the week. Time of Beginning. 7 30 a.m. 7.30 a.m.

- (4) OVERTIME.—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 quarter.
- (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 se 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.

(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 Bullarat, Bendigo, Geolong, and Warrnambool; the towns of Ballarat East and Sand, ingham; and the booughs of Eaglehawk, Geolong West, Newtown and Chilwell, and Sebsstopol.

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 asphalting or tar paving" has made the following Determination, namely:—

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

Apprentices or Improvers.

this Determination. (2)

Other Employees.

in production	o. map.ove.m	<u> </u>	— Other Employees.									
Wages per wee	ek of 48 hours.				WA	oes.		ď				
Apprentices.	Improvers.		Men on mastic	machine	boilers		85s. r	er week o	f 60	hours		
7 years of age 28s. 8 ,, , 33s. 9 ,, , 38s. 0 ,, , 48s.	1st year's experience 2nd ,, ,, 3rd ,, ,,	33s. 38s. 48s.	Layers Binmen and mixing mac Tar distillers Rubbers down	hine 	on aspl	halt	72s. 72s. 72s. 68s.	22 23 23	48 48 48))))))		
Proportion (1	N ANY PLACE).		All others	·	***	•••	66s.	17	48	"		
One improver to the first three 6s. per week of 48 hours, and ix workers receiving not less that	oworkers receiving not thereafter one improver an that wage.											
(3) Time of Beginning a	ND ENDING WORK	ime of begin	ınlna .		Time of e	nding.	,	6				
Potmen		6.30 a.m. 6.30 a.m.	5 p.	m. on ea 5 a.m. o eserved.	ch of five	days	s of the	e week. h the ha	lf-hol	liday		
	nen on mastic machine					•						
hoilers)		7.30 a.m 7.30 a.m	11.4	m. on eads 5 a.m. o served.				e week. ch the ha	lf-ho	liday		
(4) OVERTIME. —												

First two hours Thereafter

Time and a quarter. Time and a half. All other persons—
(a) Within the hours fixed in Clause 3 in excess of 48 hours in any week
(b) Outside the hours fixed in Clause 3— 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 ...

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 Factorics and Shops Acts; the cities of Ballarat, Bendigo, Geelong and Warmambool; the towns of Ballarat East and Sandringham, and the boroughs of Eaglohawk, 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.	WAOES.	WAGES.	WAOES.
Per week of 48 hours. 1st 6 months 12s. 2nd ,, 13s.	Per week of 48 hours. 1st 6 months 12s. 2nd ,, 13s.	Per week of 48 hours. 1st 6 months 12s. 2nd ,, 13s.	Per week of 48 hours. MALES.
2nd year 15s. 3rd ,, 18s.	2nd year 15s. 3rd , 18s.	2nd year 15s. 3rd ,, 18s.	Repairers by hand 59s. Repairers by machine 59s.
4th , 22s. 5th , 25s. 6d.	4th ,, 22s. 5th , 25. 6d.	4th ,, 22s. 5th , 25s. 6d.	All others
PROPORTION. Males.	PROPORTION. Males.		Bag-making machinists 29s. Sacking cutters by hand 29s.
One male apprentice to every	One male improver to every		Repairers by hand 37s.
three male workers or fraction thereof receiving not less than 55s, per week of 48 hours.	six of fraction of six male workers receiving not less than 55s. per weck of 48 hours.	.	Repairers by machine 31s. 6d. Persons over 21 years of age bag-making (hand or
Females. One female apprentice to	Females. One female improver to		machine) without previous experience—
every three female workers or raction thereof receiving not			1st 6 months 22s. 2nd ,, 25s.
less than 27s. 6d. per week of 48 hours.	less than 27s, 6d, per week of 48 hours.	6	All others 272, 6d

SUMMARY OF WAGES AND CONDITIONS FIXED BY WAGES BOARDS, ETC .- continued (6.) BAGMAKERS-continued. DEFINITION OF JUVENILE WORKERS. Female persons under 21 years of age (other than apprentices or improvers) employed in bag-making at-Machining. Cutting (except sacking cutting by hand), Turning. Folding. Breaking off; or Flying. TIME OF BEGINNING AND ENDING WORK. (3)Time of beginning-Time of ending-7.30 a.m. 7.30 a.m. 12.30 p,m. on the day on which the half-holiday is observed locally. 6.30 p.m. on the other five working days of the week. OVERTIME. (4)following rates shall be paid: For all work done within the hours fixed as the times of beginning and ending work in Making. Repairing. Time and a third. Time and a half. The following rates shall be paid :-For all work done outside the hours fixed as the time of beginning and ending work (5) SUNDAYS AND PUBLIC HOLIDAYS. That double time shall be paid for all work done on Sundays, 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. PIECE-WORK. (6)The lowest piece-work prices to be paid to any person for doing work of the description referred to in the following Schedule shall be Hand repairing ordinary bags (employee to provide twine) Hand repairing mill, coal, lime, or hide bags (employee to provide twine) 9d. per dozen. ls. 4½d. per dozen. 4d. per dozen. Machine repairing mill, coal, lime, or hide bags (employer to provide twine) Machine repairing mill, coal, lime, or hide bags (employer to provide twine) Machine repairers on piece-work shall also be paid 9d. per hour for any time .. 9d. per dozen. oecupied in cleaning machines or cutting patches. PIECE-WORK 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 at repairing by machine bags other than those for which the Board has fixed a piece-work price (employer to provide twine), 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. (7.) BEDSTEAD MAKERS. 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 Chilweil, 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 (including the moulders of bedsteads and excluding the moulders of fenders) employed in the process, trade, or business of a maker of metal bedsteads or fenders, or parts thereof," has made the following Determination, namely:— (1) That on the 23rd day of July, 1917, the last previous Determination of this Board shall be revoked and replaced by this Determination. (2) APPRENTICES OR IMPROVERS. JUVENILE WORKERS. OTHER EMPLOYEES. Per week of 48 hours. Wages. Wages per week of 48 hours. Wages per week of 48 hours. d, Wages per week of 45 hours. Blacksmiths 62 0 Chill-fitters who design and model 77 ŏ Commencing age-Experience Age. Other chill-fitters .. 65 0 Chippers and easters 59 0 Electroplaters Electroplaters' assistants Fitters of fenders which, with the exception of bottom plates, are wholly 17 years or over. 73 0 16 years. Males. Females. 63 made of brass or copper, or brass or d s. d. 8. 17 8. 15 copper case Other fender fitters ... Fitters and mounters of bedstead parta 65 1st year 2nd year 11 0 0 0 Under 16 yeara 16 0 21 0 Under 17 years 16 6 62 0 21 26 16 years 17 years 21 0 21 28 n 3rd year who ly made of brass tube or brass case tube 28 $\bar{3}9$ 27 20 0 0 0 4th year 0 0 ō 32 65 n 30 ō 39 18 years 20 5th year . . . Fitters-up, i.e., persons who fit, straighten, 39 0 Minimum 19 years 39 6 0 24 6th year drill and square up parts of hedsteads after such parts have been east, ex-clusive of those who drill tor mounting 24 0 wage 20 years 52 49 0 Minimum Minimum 7th year 62 wage n wage. Frame setters 63 .. Furnacemen 60 Grinders (including persons using faced or NUMBER (in any place). consolidated wheels for preparing work for polishing) Japannera employed in finishing coating for 1½-in. and 2-in. pillars, and rails 64 Apprentices. One apprentice to every three or fraction of three workers of the same aex receiving if cast thereto 62 not less than the minimum wage. Lacquerers of brass work Mounters of pillars and rails for bedsteads 60 Improvers. with pillars not less than 11 inches in diameter, excepting rails plain or rosetted only Persons who cut, straighten, bend, close tube ends, drill, and prepare bedstead parts for casting up (exclusive of cleaning) One improver to every two or fraction of two workers receiving not less than 56s, per 62 0 week of 48 hours.

0

60 0

60 0 Per week of 45 hours. 29 6

Per week of 48 hours. 56 0

Polishers of plated or brass work

Female wrappers

All others ...

(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 Discrict 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)

		A	pprentice	s or Impro	overs.				Other E	Employees		
			WAG	ES.	•		er Week of 18 hours.		W	AOES.		er Week of
2nd 3rd 4th 5th 6th	ne appren	experience ,,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,	Impro	ntices. or fractions or fractions or fractions		r work	ers and	Billposters	 		 	s. d. 57 6

⁽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.

(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 Sand, ingham, 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:—

Nors.—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.

⁽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), Geod 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.

^{*} There is a Commonwealth award in this trade.

(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)

A	pprentices.		In	provers.		Ju	veo	ile W	orker	8.		Othe	r Emplay	ee&	
W	AGES.		WA	QES.			V	VAGE	s.				WAGES.		
•	Per week	of 43 hours.		Per week	of 48 hours.		Per week of 48 hours.			Per week 48 hours					
	Males.	Females.		Males.	Females.			Ma	les.	Fem	ales.	Bakers			66s.
lst year 2nd ,, 4th ,, 6th ,, 7th ,,	8. d. 15 6 18 0 22 0 30 0 36 0 42 0 48 0	s. d. 14 6 17 0 19 6 22 6 25 0 28 0	lst year 2nd ,, 3rd ,, 4th ,, 5th ,, 6th ,,	\$. d. 15 6 18 0 22 0 30 0 36 0 42 0 48 .0	s, d. 14 6 17 0 19 6 22 6 25 0 28 0	3rd ,, 4th ,, 5th ,, 6th ,,		\$. 15 18 22 30 36 42 48	d. 6 0 0 0 0 0 0 0 0	8 14 17 19 22 25 28	d. 6 0 6 0 0	Brakesman Men carrying flour Mixers Oven firemen All other mal		king	62s. 72s. 66s. 62s. 60s. 31s.
One male a three or frac workers recei 60s. per week	tion of the iving not 1 to 48 hours females. apprentice iving not 1	to every se female ess than	One male three or fract workers recei 60s. per week	tion of the ving not a cof 48 ho emales. The improvement of three ving not	ree male less than urs. r to every ee female less than	•								,	

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;

Blanching nuts; Bringing fuel to ovens;

Carrying goods, materials, or utensils; Cleaning bake house or premises;

Cleaning, greasing, or scraping burning-off baking trays;

Counting, cracking, and preserving eggs;

Dusting and wheeling trays;

Feeding and emptying elevators:

Feeding and emptying ovens, cutting and other machines with trays or dough;

Grinding dates and other fruit; Grinding acids and other ingredients;

Labelling;

Labelling, weighing, and marking of all wafers;

Packing, sorting, or papering tins;

Packing boxes, cartons, or casks:

Picking and sorting nuts or biscuits;

Preparing batters for wafers and drops;

Putting fruit or peel on biscuits; Setting biscuits on trays;

Scraping, weighing, and marking tins or boxes;
Sifting floor, sugar, or other ingredients;
Stamping, piping, icing, or dotting biscuits;
Stirring icing sugar and filling for wafers and biscuits in small basins, after having been previously beaten by the machine:

Stirring gum or paste; Turning hand machine;

Wrapping; Washing butter;

Washing, cleaning, papering tins, boxes, or casks; or

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.

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—

(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;

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.

(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., Per 21 years of age (other tha tices or improvers) heat assisting apprentices or l or labouring.	n appreu- ng rivets,	. Other	Emp	loyees	s.							
Wages per week of 48 hours. 1st year's experience 8s.	Wages per week of 48 Under 15 years of age			Day Shift.						Nigh	t Shi	it.	_
2nd ,, ,, 12s. 3rd ,, ,, 16s.	16 " "	15s. 17s. 6d.		Per	hour.		wee		Per	hour.	Per v		
4th , 20s. 5th , 25s.	18 ,, ,,	22s. 6d. 27s. 6d.	Boilermakers working-	8.	<i>d</i> .	£	8.	d.	8.	d.	£	1.	— 1.
6th ,, ,, 35s.		32s. 6d. 40s.	(a) where the artificial tempera- ture is 130° F. or over	3	61	8	10	0	5	2	12	8	0
Proportion.			(b) where the artificial tempera- ture is 115° F. or over	2	61	6		0		8			-
Apprentices.				_	0 8	0	4	U	3	0	8	16	U
One apprentice to every three or fraction of three workers receiving not less than 03s. per week of 48 hours. An indenture of apprentice-ship prescribed was approved on 6th August, 1912 Improvers. One improver to the first four or fraction of four			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 hy-					•					
workers receiving not less than 8%s. per week of 48 hours,	•		draulic presses— (a) employed on repairs to										
and thereafter one improver to every additional four			employer's plant	1	$9\frac{1}{2}$	4	6	0	2	$0\frac{1}{2}$	4	18	0
workers receiving not less			(b) employed on other repair work	ı	91	4	6	0	2	81	6	9	0
than that wage.			(c) employed on any other work	1	91	4	6	0	2	01	4	18	0
			Persons working portable drilling machines in ship-building yards or ship repair shops—		ĺ							•	
			(a) on ship construction	1	$9\frac{1}{2}$	4	6	0	2	$0\frac{1}{2}$		18	0
			(b) on ship repair work	1	$9\frac{1}{2}$	3		0	2	8 1 71		9 18	
			Other drilling machinists Circular sawyers, joist cropping	1	$4\frac{1}{2}$	3		0	1	$7\frac{1}{2}$		18	
	ļ		machinists, plate edge planers										
	i		or grinding machinists Erecting hands and tackle riggers	1	6	3	12	0	1	9	4	4	0
			employed outside a workshop	1	6		12		1	9	4		0
			Power back sawyers All other persons—	1	41	3	6	U	1	71	3	18	U
	,		(a) working where the artificial temperature is 130° F. or										
			over	2	$9\frac{1}{2}$	6	14	0	4	$0\frac{1}{2}$	9	14	0
	J		(b) working where the artificial temperature is 115° F. or				×						
	· ·		over (c) employed on repair work in connexion with a ship or steamer	1	•		6		2	•	6	2	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.		·	3	12	v	2	3.	0	8	v
			weight or over— on repair work	1	6	3	12	0	2	3	ĸ	Ω	^
			on other work	î	6		12		ĩ		4	4	0
	•		(e) employed on any boiler work, or any shop machine or										
	}		any constructional work not included above	1	41	3	6	0	1	71	2	18	O
			(f) labouring	î	$\frac{41}{34}$	3	3	ŏ	i	63		15	
			Any person who is employed in a workshop and is placed in char be paid is, per day above the or	ge	of six	K OF	me	70 0	apac adu	oities lt wo	out: rker	side s sh	a all

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

Day Shift—						Tin	ne of Begianing.	3	lime of Ending.
Monday, Tuesday, Wed	aesday, '	Thursday,	, and Frid	lay	• •		7.30 a.m.		5.15 p.m.
Saturday		• •	• •	• •	• •		7.30 a.m.		12 noon
Night Shift—									
Monday-Tuesday		• •			*49		8 p.m., Monday		6 a.m., Tuesday
Tuesday-Wednesday							8 p.m., Tuesday		6 a.m., Wednes
Wednesday-Thursday							8 p.m., Wednesday		6 a.m., Thursda
Thursday-Friday							8 p.m., Thurdsay		6 a.m., Friday
Friday-Saturday			• •				8 p.m., Friday		6 30 a.m., Satur
b) The higher rate to be paid for e	ach hour	or fraction	on of an h	our wo	rked by an e	mploy	ee before or after his sl	aift s	shall be as follows
Persons employed on repair	s to em	ployer's	plant use	d on	•				
structural work or in th	e manuf	acture of	boilers, s	hips,					
bridges, girders, tanks, v					the day s	shift.	calculated on the ra		
Persons employed on other r	epairs	••	• •	• •	the day s	shift, 1	, ealculated on the ra with the addition of l	ld. 1	oer hour.
All other persons	• •	• •	• •	••	Time and a	a half,	ealculated on the ra	tos i	ixed in clause 2

(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 *ubstituted.

(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 Warmambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geelong We t, Newtown and Cailwell, and Schastopol.

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

Hours

Determination. (2)

			Ap	prentices	or Impro	vers.				Other Employees	Minimum Wage.	of Work per ' Week.
	MALE	s.					FEMALES.			Males.		
Wages Per	Week	of 48	Hour	8.						Adult males	729.	48
		Comme	ncing	Age.			Wages.		Per week	Females.		
_	Under 16 years.	Vears	17 year	18 years of over.	not	skiving o	bloyed clicking or trimming)	g (but nsides	48 hours. s. d.	l'emales with or without ex- perience employed clicking (but not skiving or trim-		
lst year 2nd year 3rd year—	14 6	14 21	6 1 4 0 2 1	$\begin{bmatrix} 6 & 21 & 0 \\ 0 & 27 & 0 \end{bmatrix}$	for (bu	ting, stuff makers, o	of uppers, or fitting, or pre r making or fir ning and siz eking)	paring ishing	70 0	ming) insides or outsides of uppers, or stuff cutting, stuff fitting, or preparing for makers, or making or finishing (but not ironing		
1st 6 months 2nd 6 months 4th year—		27	27	0 38 6 0 44 6	6	ntices an	d all other in	nprove	rs—	and sizing of uppers, or socking)	72s.	48
1st 6 months 2nd 6 months				6 Mini- mum 6 wage		6 months	experience	• ::	12 0 13 6 16 0	Females with four years' ex- perience and over employed operating wax thread ma-		
5th year— 1st 6 months 2nd 6 mouths	33 0		6 Mir	i mum.	4th 5th 6th	,, ,, ,,	>> >+ >+	••	17 6 19 0 21 0	chines Other females with four years'	428.	48
6th year— 1st 6 months 2nd 6 months	38 6 44 6	w	i mun		7th 8th	"	"		$\begin{array}{ccc} 24 & 0 \\ 27 & 0 \end{array}$	experience and over Other adult females— With less than 6 months'	, 34s.	48
Thereafter	 -oporti		ium w	age	On	fomalo	Proportion.	OVOTV (hroe or	experience With 6 and less than 12	21s.	48
One male appr fraction of three	entieo male	to ev	ers en	ployed	fracti-	on of threeceiving a	ee female wor t wages rates	kers en or ear	aployed ming at	months' experience With 12 and less than 18	24s.	48
and receiving at piece-work prices week of 48 hours.	vages not	rates less t	or ear	ning at		hours.	es not less tha	n 34s. p	er week	months' experience And thereafter	28s. 34s.	48 48 .
One male important male workers en wayes rates or puthan 72s. per wee	ployed	to ter d and ork p	reeei rices	ving at	worke	o female remploy or earnin	Proportion. improvers to ed and recei- g at piece-we eer week of 4	ving at	wages ces not			1

⁽³⁾ OVERTIME.—The higher rate to be paid to males over the age of sixteen years for any holer 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. Threatter

(4) Special Rates.—Doubletime 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.

(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, Geolong, and Warrnamboel; the towns of Ballarat East and Sand, ingham; and the boroughs of Eaglehawk, Geolong 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 whereacever 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

(2)	Apprent	ices or Improvers.	•		Other Emple	oyees.	
	Wages per	Week of 48 Hou	ra.		Wages per Week	of 48 Hours.	
Under 16 year	я		8. d. 10 0	8. d. 8 6		Within the Metropolitan District,	Ontside the Me politan Distri who rever thi Determination applies
16 years 17 ,, 18 ,, 19 ,, 20 ,.			12 6 18 0 24 0 29 6 36 0	11 6 15 0 19 0 22 0 26 0	Males. Head salesman or branch manager, i.e., the person for the time being	s. d.	s. d.
		(in any Shop or F PPRENTICES. Males.	lace.)		intrusted with the control or enperintendence of a boot depart- ment or branch shop, notwith- standing he may be under the orders of a superior who does not devote his whole time to supervis- ing such department or branch		
		very three or fra nan 46s, per wee			shop— (a) Working singly (b) In charge of 1, 2, 3, or 4	77 6	72 6
		Females			persons (c) In charge of 5 or more	77 6	72 6
One female female persons hours.	receiving not	o every three or less than 28s. (fraction d. per we	of three ek of 48	Persona Saleamen— 21 years of age	48 0 55 0 67 6	80 0 , 46 0 53 0 65 6
one to each add	mprovers to t litional male	Males. the first male perspectiving	on, and th	bereafter ban 46a.	Persons employed in the parecls or country order office, or as packers, porters, or storemen— 21 years of age 22	48 0 .55 0	46 0 53 0
per week of 48	hours.				23 ,, or over	6 7 6	65 6
		Females.			Females.		
one to each add 6d. per week of Provided ti	ditional female 48 hours. hat one female male impro-	the first female per to person receiving ale improver in ver in lieu of one	not less t	han 28s, ne male	Hoad 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 sho 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 (b) In charge of 1, 2, 3, or 4	77 6	72 6
					persons (c) In charge of 5 or more	77 6	72 6
					porsona	85 0	80 0
					Saleawomen— 21 years of ago 22 ,,	28 6 31 0	28 6 31 0

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

23

or over

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

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 Now 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 Proglamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(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 Ballarat, Goelong 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 Det rmination, namely:—

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

(2) Appr	rentices.	Improvers.	Other Employees.			
lst six months 2nd ,, 3rd ,, 4th ,, 5th ,,	AOES. Per week of 48 hours. s. d. 12 6 15 0 17 6 20 0 22 6 25 0	WAGES. Per weck of 48 hours. lst six months	Ordinary Nights. Between 12 midnight and 8.30 s.m , 8.30 a.m. and 10.30 a.m	Foreman or Slogle Hands. Per Hour. s. d. 1 11 2 5	Persons not provided for clsewhere In this Determination Per Hour. s. d. 1 9 2 3	
	25 0 32 6 42 6 42 6 42	7th ,, Sth ,, Proportion (within any factory or place).	,, 10.30 a.m. and 7 p.m, 7 p.m. and 12 midnight Double Nights.	1 9 3 6	2 3 1 7 3 2	
or fraction of the	the to every three hree workers rethan £4 4s. per s.	One improver to every eight workers receiving not less than £4 4s. per week of 48 hours.	Between 9 p.m. and 8.30 a.m 8.30 a.m. and 10.30 a.m 10.30 a.m. and 7 p.m 7 p.m. and 9 p.m	$\begin{array}{c cccc} & 1 & 11 \\ & 2 & 5 \\ & 1 & 9 \\ & 3 & 6 \end{array}$	1 9 2 3 1 7 3 2	
An amended apprenticeship approved on 11.			Jebbers (i.e., casual workers engaged for less in any one week)	2s na bread, 1s	s. 2d. per hour s. 91d. ,, s. 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 oxtra time at the rate of 1s. 9d. per hour.
- (4) Special Rates for Public Holldays.—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 preclamation 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 Motropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warmambool; 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 E	mployees.
Per week of 48 hours. 1st year 15s. 2nd , 20s. 3rd , 25s. 4th year— 1st 6 months 32s. 6d. 2nd 6 , 40s. Proportion. One apprentice to every three or fraction of three workers receiving not less than £3·16s. per week of 48 hours.	Per week of 48 hours. £2 14s. Proportion. 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.	Foremen or single hands Makers or bakers of rye bread, Vienna bread, or rolls Persons engaged making doughs by machine Jobbers, i.e., casual workers engaged for not more than 24 hours in any one week Persons not provided for else- where in this Determination	48 hours ls. 7½d. per hour or 77s. per week

(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.

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 Rayes.—Time and a half shall be the rate payable for all work done on Now 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.

(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, Geclong, and Warrambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geclong 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.

Determination. (2)

Apprentices.	Improvers.	Other Employees.
WAGES. Per week of 54 hours. 1st year's experience 35s. 2nd ,, ,, 40s. 3rd ,, ,, 45s. Proportion	WAGES. Per week of 54 hours.	Wages. Motor or Horse Drivers and all others: Ordinary Days. Per hour. Between 12 midnight and 6 a.m
(In any place). One apprentice to every three or fraction of three workers receiving not less than 60s. 9d. per weck of 54 hours.	One improver to one, two, or three Two improvers to four, five, or six and thereafter one additional improver to every five additional	Double or Treble Days. (i.e., days on which bread for more than one day's consumption is delivered.) Between 12 midnight and 6 a.m 3a. , 6 a.m. and 7 p.m 1s. 13d. , 7 p.m. and 12 midnight 3s.

(3) OVERTIME. 41d. 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. Over 15 years but not over 16 years 16 years but not over 17 years 17 years but not over 18 years 19 years but not over 19 years 19 years but not over 20 years 20 years but not over 21 years Proportion (within any factory Apprentices.—One apprentice to ever three adult workers.				Rackers, or corkers, or man in charge of automatic pasteurizer	Per week of 48 hours. 51s. 45s. 32s. 32s. 37s. 37s. 24s. 6d. 27s.
Improvers.—Four improvers to the and thereafter one improver to every 25 thereof.	first 100 adult w	0 adult orkera	workera, or fraction	Wirers Tinfoilers, or labellers Handers-up, or capsulers, or wipers, or wrappers, or tinfoil pickers All other persons (being adult males)	32s. 6d 20s. 15s. 51s.

^{*} There is a Commonwealth award in this trade.

- (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, Geeleng, and Warrnambool; the towns of Ballarat East and Sand.ingham; and the boroughs of Eaglebawk, Geeleng 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

(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. 1st year . 10s. 2nd year . 17s. 6d. 3rd year . 30s. 4th year . 35s. 5th year . 45s. 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. An indenture of apprenticeship prescribed was approved on 22.11.11.	WAGES. Per week of 44 hours. 1st six months 10s. 2nd six months 15s. 2nd year 23s. 10d. 3rd year 36s. 8d. 4th year 49s. 6d. 5th year 60s. 6d. Proportion (by any employer). One improver to every four workers or fraction thereof receiving not less than the minimum wage of 82s. 6d. per week of 44 hours.	Foreman bricklayer in charge of three or more employees

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

 - (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, Id. per hour extra.
 (c) On all work distant from the centre over twelve miles and up to twenty miles, I½d. 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 ease 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 Ending. Time of Beginning. 7.45 a.m. 5.15 p.m. on each of five days in the week. 12 noon on the other working day of the week on which the half-holiday and 7.45 a.m. is usually observed.

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

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-heliday-

Time and a half. Between 12 noon and 5 p.m. Between 12 noon and 5 p.m. ... 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 16.15 p.m. Between 10.15 p.m. and midnight Between midnight and 7.45 a.m... Time and a half. . . Double time. 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.

(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:—

Norg.—(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. Per week of 48 hours. 1st year's experience . 16s. 2nd , ,	WAGES. Per week of 48 hours. 14 years of ago 19s. 15 20s. 16 22s. 17 24s. 18 32s. 6d. 19 42s. 20 7 42s. 20 7 47s. 47s. 47s. 47s. 47s. 48 hours. 48 hours.	Firebricks. Burners Crusher attendants who also haul Crusher attendants who do not haul Wet pan attendants Machine drivers Drawers or hand moulders Setters Facemen working in a clayhole 25 feet or less in depth where explosives are not used All other facemen Offbearers from wire cut machines Wheelers of green bricks on inclined plane 4 feet or over in height at the higher end Clayhole men (employer to provide tools) Pressers All others Other Bricks Burners Machine drivers, machine riggers, or wet pan attendants	per	per
		Dry pan attendants who do not haul Crusher attendants who do not haul Crusher or dry pan attendants who also .	70 11 70 11	51 51
	•	hand Drawers Setters Facemen working in a clayhole 25 feet or less in depth All other facemen Clayhole men (employer to provide tools) Hand moulders, lime grinders, lime erushers, pressers, sand and lime	74 4½ 75 0 73 0 69 0 73 0 68 0	51 48 48 48 48 48
		All others	64 0	48

(3) Time of Beoinning and Ending Work.—For any persons except burners, machine drivers, machine riggers, and pan or crusher attendants---

Time of Beginning.

7 a.m.

1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.

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

(20.) BRUSHMAKERS-continued.

This Board which was appointed to "determine the lewest 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.	
Wages. Per week of 48 hours. Male. Female.	WAGES. Per week of 48 hours. Mate. Female s. d. s. d.	WAGES. Males.	Per week of 48 hours.
s, d, s, d.	1st 6 months 5 0 5 0		s. d.
1st 6 months 5 0 . 5 0	2nd ,, 5 0 7 6	Bass broom drawing	63 0
2nd ,, 5 0 7 6	2nd year 7 6 and	Bass pan work	72 0
2nd year 7 6 and	3rd ,, 12 6 there-	Bottle brush making	72 0
3rd ,, ½) thereafter	4th 1) after the	Boult's carving	74 0
4th ,, ½ earnings on the	5th 2 (earnings on minimum	Brush finishing, including work done	
5th ,, 2 piece-work minimum	6th " piece-work wage	after the machine and sand-papering	60 0
6th , 3 wage	Proportion.	Drawn work, boring, with or without	
,, ,,	(Within any factory or place.)	the machine	60 0
Proportion.	Males.	Flue brush making	72 0
(Within any factory or place.)	One male improver to one or two	Hairpan work	72 0
	male workers receiving not less	Material dressing	72 0
Males.	than 60s. per week of 48 hours,	Paint brush making	77 6
One male apprentice to every	or full piece-work prices, two	Punching machine	60 0
three or fraction of three male	to three such workers, three to five	Shaping machining	74 0
workers receiving not less than 60s.	such workers, four to nine such	Stamping machine	60 0
per week of 48 hours.	workers, six to twelve such workers,	Treadle knot-sizing machining	77 6
•	seven to fifteen such workers, nine	Wire brush making	72 0
Females.	to eighteen such workers.		
One female apprentice to every	Females.	Females. ,	
three or fraction of three female	One female improver to every three		
workers receiving not less than 30s.	or fraction of three female workers	Bench drawing	30 0
per week of 48 hours.	receiving not less than 30s. per week	Treadle knot-sizing machine	30 0
-	of 48 hours or full piece-work prices.		

- (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."

Apprentices.		Improvers.	Other Employees.		
Wages.	Per weck of	WAGES. Per week of 44 hours.	Wages.	Per Hour.	Per week of 44 hours.
2nd ,, ,, .	. 20s. . 30s. . 40s.	Under 17 years of age 20s. 17 years and over 52s.	All adults	s. d. 1 6	s. d. 66 0
Proportion. (In any place.)		Proportion (In any place.)			
One apprentice to eve fraction of three workers r loss than 66s. per week of	ecciving not	One improver to every six workers receiving not less than 66s, per week of 44 hours.	•		

(21.) BUILDERS' LABOURERS*-continued.

(4) Allowances .- That the following extra gates 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

2d. per hour extra (b) More than 12 miles and not more than 20 miles (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 ENNING WORK.—That the times of beginning and ending work shall be

Time of ending not later than-Time of beginning not earlier than-7.30 a.m. 12.15 p.m. on Saturday .. ٠. 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-Time and a half

First three hours Thereafter .. Double time (b) Outside the hours fixed in clause 5-

(i) Labourers employed demolishing buildings-Between 5.15 p.m. and midnight Between midnight and 7.30 a.m. 2s. 6d. per hour 3s. per hour

(ii) Ali other labourers-

(a) On Saturday-Between 12.15 p.m. and 5.15 p.m. .. Time and a half And thereafter till midnight Doubly time

(b) On the other working days of the week-Botween 5.15 p.m. and 10.30 p.m. .. And thereafter till midnight ... Time and a half Double time (c) Between midnight and 7.30 a.m. Double time ٠.

(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 helidays, the special rate shall only be payable for work done on the day so substituted.

• There are Commonwealth awards for this occupation.

(22.) BUTCHERS. **

(2)

(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 Chilwell, and Sebastopol; and the Moorpanyal 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 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."

Apprentices o	or improvers.	Juvenile Workers.	Other Employee	8.	
Apprentices or improvers (other than in a slaughter-house) Per week of 52 hours.	Apprentices or improvers in slaughterhouse. Per week of the transfer of the t	WAGES. Stable hands (other than apprentices and improvers)—	WAGES. Shepman, meaning a person in charge of a shop, or a person engaged for not less than 36 hours per week in serving customers	Minimum Wage.	Honri of Work Fer Weck
1st year's experience 1.8. 2nd ,, ,, 20s. 3rd ,, ,, 25s. 4th ,, ,, 30s. 5th ,, ,, 37s. 6d. 6th ,, ,, 45s	1st year's experience 15s. 2nd , 20s. 3rd , , 30s.	60 hours.	or cutting orders, or cutting up meat Slaughtermen Slaughterhouse labourers Small-goods man, meaning a person engaged for not less than 36 hours per	65s 80s 48s.	52 48 48
Proportion. Apprentices. (In any factory, shop, or place.) One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed was approved on 12.9.11.	three or fraction of three	•	week as a small goods m.ker	65s. 57s. 57s. 57s. 57s. 57s.	52 52 52 52 52 52 52

[†] 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.

(22) BUTCHE IS-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 Eading.	
3 a.m 6 p.m. Monday to Friday (inclusive), \ during	October to April (in-
3 a.m 12 noon Saturday,	clusive).
3 a.m 5.30 p.m. Monday to Friday (inclusive), during	
3 a.m 12 noon Saturday,	clusive).

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 the day when the usual weekly half-holiday is observed, when time of ceasing shall be 1 p.m. sharp.	
			time of ceasing shan be i 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 abattois 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 numbe of hours fixed by the Board) shall be paid for as follows:—

Any person employed in a shop, or small-goods factory, la. 6d. per hour.

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

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

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 aller of meat, or maker or saller of small goods."

The powers conferred on this Board were taken from the Country Shop Assistants Board by Order in Council, dated 10th March, 1914.

There is a Commonwealth aways in the said

(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 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 trads.

(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, eream, 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

^{*} There is a Commonwealth award in this trade

(25.) BUTTER .- continued

(2)

Apprentices or Improvers.	Juvenile	Workers.		Other Employees.						
Wages.	WA	GES.		WAGES.						
Per week of 48 hours Under 16 years 20s. 16-17 years 25s. 17-18 ,, 30s. 18-19 ,, 35s 19-20 ,, 40s. 20-21 ,, 45s. Proportion (IN ANY PLACE). Males. One apprentice and one improver to every three or fraction of three workers receiving not less than 57s. per week of 54 hours. Females. One apprentice and one improver to every three or fraction of three workers receiving not less than 33s. per week of 48 hours.	Under 16 years 16-17 years 17-18 ,, 18-19 ,, 19-20 ,, 20-21 ,,	Per week of Males. 15s. 17s. 6d. 24s. 28s. 35s. 40s.	Females. 13s. 15s. 18s. 21s. 24s. 27s.	Ceneral foreman						

(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 case in into bags;

Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, eartons, 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

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, Gee'ong, 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.

(26.) CANDLEMAKERS*-continued. (2)

Appro	entices or Improvers.		Juvenile W	orkers.		Other Employee	8.
	Per week of 48 hours.		Wage			· Waces.	Per week of 48 hours.
14 years	15a.	Persons under 21 improvers):—	years of age	(other than a	pprentices or	Acidifiers Candle moulders	60s. 58s.
16 ., 17 ., 18 ., 19 .,	18a. 23a. 6d. 28s. 6d.		Ma	les.	Females.	Candle-room gangers Glycerine distillers Press-room gangers Refrigerator gangers	61s. 60s. 58s. 61s.
20 ,,			Candle Cutting or Wick-winding.	Candle Packing.	Packing Candles in Boxes or Wrapping or Labelling.	Stillmen General hands in Refrig All other general hands Females packing candle	60s. erator 58s. 55a.
fraction of	Apprentices rentice to every three or three workers receiving an 30s. per week.	14 years	Per week of 48 hours.	Per week of 48 hours. s. d. 12 6	Per week of 48 hours.	boxes or wrapping labelling	or 30s.
One imp	Improvers. prover to every five or f five workers receiving an 55s. per week.	15 ,, 16 ,, 17 ,,	15 0 18 0 23 6	15 0 18 0 23 6 28 6 35 0 40 0	15 0 17 0 19 0 21 0 23 0 27 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) Sundays and Holldays.—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 wages 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 Metropointan 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 Doard shall be revoked, and replaced by this Determination.

Determination. (2)

APPRENTICES OR IMPROVERS. OTHER EMPLOYEES. Wages per Week of 48 Honrs. Wages per Week of 48 Hours. Males. Females. MALES. d. d. $\begin{array}{c} d. \\ 0 \\ 0 \end{array}$ 8. 71 71 lat year's experience 10 15 0 0 Guillotine cuttera 2nd 6 15 0 C'oth or raper cuiters 22 27 18 22 3rd 6 0 ,, 68 Carion setters . . 4th $_0^6$ $\frac{6}{6}$ (arton cutters 66 5th 34 $\overline{27}$,, ,, All othera 32 6th 42 0 ,, ,, ٠. 7th 50 0 ,, FEMALES. PROPORTION (IN ANY PLACE). Guillotine cutters Apprentices. 71 37 32 C'oth or pa; er cutters ٠. One apprentice to every three or fraction of three workers of the same Coth box makera sex receiving not less than the minimum wage. l'aper box makera All others 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.

-Any employee who works for any time in excess of 48 hours in any week shall be ; aid for such extra time at the

rate of time and a third.

(4) Special Rytes.—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.

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 Santh Barwon, the Moorpunyal Riding of the shire of Corio, and such portions of the shires of Braybrook and Moorabbin

This Board 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 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

Note.—On the 15th June, 1915 repairing of fittings in or on buildings.

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

(:	2)	Appres	atices.					Improvers.			Other Employe	38.			
		W	AGES.					WAGES.			WAGES.			Per we	_
					r wee				er we			Per	hour.	of 44 hoat	
2nd 3rd 4th 5th 6th	PRO	PORTION	(at any	y place	8. 10 17 25 32 40 50	d. 0 6 0 6 0	17 to 18 18 to 19 19 to 20 20 to 21	oration (at a	 8. 20 30 40 50 60	d. 0 0 0 0 0 0 0 0 0 0 0	Foreman, i.e., employees who give instructions to and are re sponsible for the work done by an average of at least three other employees such average to be taken for six days. Carpenters employed— (a) On insulating work where silicate of cotton is used (b) On other insulating work All others.	2 2	d. 1 6 2 10	91 110 95	a. 8
than An appro	SOs. S ame	kd. per wonded for ship pres	eek of 4 rm of	14 hour indent	ra. ure	of		ot less than 80			•				

Time of Beginning.

Time of Ending.

12.15 p.m. on Saturdays, or on the day on which the half-holiday is locally observed. (3) TIME OF BEGINNING 7.45 a.m. AND ENDING WORK. 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 Saturda or the Day on which Half-holidi is Observed Lo	the	On Other Days.
Botween midnight and 6 a.m , 6 a.m. and 7.45 a.m , 12.15 p.m. and 4.15 p.m. , 4.15 p.m. and midnight , 5.15 p.m. and 9.15 p.m. , 9.15 p.m. and midnight	 	 	Double time Time and a ha Time and a ha Double time		Double time Time and a half Time and a half 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, ½d. 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):—

(a) "Centre" shall mean either the Melbourne General Post Office, or the respective Town Halls of Ballarat, and all distances from a centre shall be computed by the radius.

Bendigo, Geelong, and Warrnambool

(b) "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 reachlosed. 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, aprings 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.

(29.) CARRIAGE—continued. (2)

Apprentices.	Improvers.	Juvenile Workers.	Other Employees.			
Wages.	Wages.	WAGES.	WAGES.			
Per week of 48 hours. 1st year 7s. 6d. 2nd ,, 10s. 3rd ,, 12s. 6d. 4th ,, 17s. 6d. 5th ,, 22s. 6d.	Per week of 48 hours. 1st year 9s. 2nd ,, 14s. 3rd ,, 19s. 6d. 4th ,, 24s. 6d. 5th ,, 37s. 6d. 7th ,, 51s.	Per week of 48 hours. 1st year 9s. 2nd ,, 17s. 4th ,, 22s. 5th ,, 27s. 6d. 6th ,, 35s. 7th ,, 48s.	Per week of 48 hours.			
Proportion.	Proportion.		All others 58s.			
One apprentice to every two or fraction of two workers receiving not less than 58s. per week of 48 hours. An indenture of apprenticeship prescribed was approved on 17th September, 1910.	One improver to two workers, two improvers to four workers, and thereafter one improver to every additional four workers receiving not less than 72s. per week of 48 hours.		Bodymakers			

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

Time of Beginning.

Time of Ending.

(4) Time of Beginning 17.30 a.m. ... And Endino Work 17.30 a.m. ...

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 a such hours in excess 48 hours in any week, shall be paid for at the rate offitime 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 Bexing 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.*

within such hours in excess

(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, Geclong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geclong West, Nowtown 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 earting 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 connoxion 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.

(30) CARTERS†—continued. (2)

WAGES, ETC. APPRENTICES AND IMPROVERS.

	1	Ourlag—			Wages per Week.	Number (by say employer.)
1st 6 months . 2nd 6 months .		• •	*	••	25s. 30s.	One apprentice to every three or fraction of three workers receiving not less than 52s. 6d. per week of 52½ hours.
3rd 6 months . 4th 6 months . 5th 6 months .		••	• •	••	35s. 40s. 45s.	One improver to every five drivers receiving not less than 52s. 6d. per week of 521 hours.

Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections. MINIMUM WACE AND HOURS OF WORK.

•	Withia	the Metro District.	politan	Distr	e the Metro ict wherever mination a	r this	In any place.				
Drivers of—	Oue Horse,	Two Horses.	Three Horses.	One Horse.	Two Horses.	Three Horses.	Extra for each additional Horse,	•	er 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.		st November to 31st March, from 1st April to 30th		
Jinkers and Boiler Trucks	60a.	65s.	67s. 6d.	57s. 6d.	62s. 6d.	65s.	2s. 6d.	521 hours.*			
Milk Carts :	558.	60s.	63s.	52s. 6d.	57a. 6d.	60s. 6d.	2s.		t October to 31st March, and a 1st April to 30th Sep-		
Sanitary Carts-											
Between 6 a.m. and 6 p.m.	55s.	60s.	'	52s. 6d.	57a. 6d.	••		52½ hours.*			
Between 6 p.m. and 6 a.m.	60s.	65s.		57a. 6d.	62s. 6d.	•••		521 hours.*			
All other Vehicles	55s.	60s.	638.	52s. 6d.	57s. 6d.	60s. 6d.	23.	52½ hours.*			

				Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
Drivers of one-horse tlp drays	 	••		Per week of 521 hours.* 54s. 59s. 65s. 57s. 6d.	Per week of 524 hours. 51s. 6d. 56s. 6d. 62s. 6d. 55s.
Drivers of motor vehicles up to 25 cwt. carrying capacity Drivers of motor vehicles over 25 cwt. carrying capacity Persons assisting in carting or driving motor vehicles	••	••		Per week of 48 hours. 60s. 65s. 54s.	Per week of 48 hours 57s. 6d. 62s. 6d. 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)	,				11MES	Drivers of T		Drivers of Pa (not including Vehi-	Merchants')	All others (exc and Drivers Drivers of M Sanitary Car Tran	or Assistant filk, Ice, or ts, Buses, or
•						Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
Mondays	••	••				am. 6.30	p.m. 6	8.m. 8.15 8 15	p.m. 7.15 7.15	a.m.	p.m. 6.30 6.30
Tuesdays Wednesdays	• •	••	••	••		6.30 6.30	6	8.15 8.15	7.15	7	6.30 6.30
Thursdays Fridays Saturdays	•••	••	••	• •	••	6.30 6.30 6.30	6 1.30	8.15 8.15 8.15	7.15 9.0 1.30	7 7	6.30 1.30

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 TransIn 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.

³ 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 oward for line occupation.

(30.) CARTERS*-continued.

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.

(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) work done on Sundays and the undermentioned Public Holidays shall be as follows:—

(a) Double pay on Sundays.

(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 cartors 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.		Per week of 48 hours.	• Wages.	Per week of 48 hours.
Under 16 years of age	 ace).	20s. 27s 6d. 35s. 42s. 6d. 50s. 57s. 6d.	Cement Works. Cement Burners (kilns 7 feet and over in diameter) (kilns under 7 feet in diameter)	69s. 72s. 69s. 66s.
One apprentice to every three or fraction of receiving not less than 63s. For week of 48 hours Improvers. One improver to every five or fraction of five not less than 63s per week of 48 hours.	•		Per week of 48 hours.	Any other place where the determination applies. Per week of 48 hours.
			Quarrymen 72s. Powder menkeys 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.

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

Nore.—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 inrisdiction 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) omployed in carting of driving, or assisting in carting or driving, in connexion with the trade or business of chaff-cutting, corn-crushing, or compressing fedder."

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

⁽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 Honrs Day), 3rd June (King's Bi-thday), 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.

(33.) CHAFFCUTTERS+-continued.

(2)

			Appre	ntices or I	mprovers.					Other Employee	5,				
,			WAGES PER	WEEK	or 48 Ho	URS.		4.	d.	Foreman (i.e., the man who gives	8.	d.			
Un	der 1	7 years	of age					25	ö						
		of age				• • •		27	6						
18	,,	,,				••		35	0	employees)		0	per week	of 48	hours
19	,,	**						40	0		60		, ,,	50	,,
20	**	**	••	••		• •	• •	47	6	" " ,, two horses	65	0	,,	50	,,
				Propont	MON.					And 2s. extra per week for every additional horse					
				Apprent	ices.					Persons employed on a travelling					
On	0 a	prentic	e to every			on of	three v	vork	ers						
			t less than 60								66	0	٠,,	48	,,
		•		Improv							63		**	48	
8	fter		to the first s prover to ev k.	ix or fra	ction of s					·			,,		**

(3) TIME OF BEGINNING AND ENDING WORK-

•		Time of	Ending.
	Time of Beginning.	Five Days in the Week.	The Day the Half-holiday is Usually Observed.
Carters	7.30 a.m. 7.30 a.m.	5.30 p.m. 5.15 p.m.	12.30 p.m. 12 noon
fodder press	7 a.m	6 p.m.	12 noon

(4) OVERTIME-

4	Persons Compressing Fodder.	All Others.
Outside the time of beginning and ending work—	m:	Time and a half
Between 12 noon and midnight on the day on which the half-holiday is usually observed Between 5.15 p.m. and 9 p.m. on the other working days	Time and a quarter	Time and a quarter
Between 9 p.m. and midnight on the other working days Between midnight and 7.30 a.m. on any day	31	Time and a half
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 Sandlinguam; 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 proparations, 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 fullowing 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 "shas made the following Determination, namely:—

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

(35.) CHEMISTS' SHOPS-continued.

	Appre	ntices.							1	Impr	overs.								Othe	r En	plo	yee	8,	٠			
	WA	GES.								WA	GES.									WA	GES	3.					_
lst year 2nd " 3rd " 4th "	year 10 1 " 15 1 " 20 " 25 Proportion.													22 ¹ 23	years	d as	age	•••	5 - 3 3	1ale 8 0 0 5	d. 0 0 0 0	-	Fe £	hounemal 8. 10 14 18 3	d. 0 0 6 0		
(Proportion. (In any shop or place.)					PROPORTION: (In any shop or place.)							o	years ver	of	age	or		15 10			4	•	0			
not less that Provided	One apprentice to each worker receiving not less that the minimum wage. Provided that an apprentice who is and apprentice and serving outside the Metri-					of t imp	ten, rove	an er to	id th each	erea Lad	e first liter o ditiona n the i	ne a Lten	ldit wo	ion rke	al rs	22 23 24	years " " years	s of	m 11	 or	2 3 3	15 0 5	0 0 0		2	5 9 14 18	
polican Dis shop within during the apprent ces proportion	olitan District may be employed in any hop within the Metropolitan District uring the third and fourth years of the pprent ceship, notwithstanding that the roportion of apprentices above fixed be hereby exceeded by one.					ē					•					O	ver .	•••		,	3	12	6		3	5	3

(3) OVERTIME. —Any employee who in any week works for any time in excess of 51 hours shall be paid for such extra time at the rate of time and a half.

the rate of time and a half.

(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.

(36.) CIGAR 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 Warnambool; 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 Cigar Making." has made the following Determination, viz.:—

(1) That on the 3rd May, 1919, the last and all previous determinations of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

	W	ages per	Week of 4	8 Hours,			Number (to any place).
Ist year— Ist six m 2nd six n 2nd year	EXPERIENCE. year— 1st six months 10 (2nd six months 12 (year 17 (year 22 (d.	Impi	d.	Apprentices. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. (An amended indenture of apprenticeship prescribed was approved on 5.2.12.) IMPROVERS. One improver to every twenty or fraction of twenty persons of		
18 years 19 years	ЭЕ. 				35 45 55	0	the same sex receiving not less than the minimum wage.

(3) JUVENILE WORKERS. i.e., persons under 21 years of age (other than apprentices or improvers)—

	Wages per Week of 48 Hours.														
Employed in—			ist Ye	ar's Ex	perience	е.			201	Year's	Experie	ace.	Third Year's	Fourth Year's	
	First Three Months.		Second Three Months.		Third Mod	Three iths.	Fourth Mod	Three	First Mon		Secon Mon		Experience.	Experience.	
Trimming cigar boxes	s. 10		s. 12		s. 15	d. 0	4. 17	d . в	8. 20	d . 0	<i>s</i> . 25		s. d. Piece-work	e. d. Piece-work	
Stripping and booking cigar bunch wrapper leaf	30	0	30	0	30	0	30	0	10	0	40	0	prices Minimum wage	Minimum wage	
Making eigar boxes	15	0	15	0	15	0	15	0	25	0	25	0	35 0	45 0	
Ringing cigars	10	0	12	6	15	0		6	Piece	work ces	Piece.		Piece-work prices	Piece-work prices	
Stripping fillers, waiting on the room, or turning bunches	10	0	10	0	10	0	10	0		0	10				

(36.) CIGAR TRADE—continued. (4)	OTHER	EMPL	OYEES.				٩		
						-		Wages per Wee 48 Hours. £ s. d.	
Strippers and bookers of eigar covering leaf	<i>:</i> .		• •					3 10 0	
Strippers and bookers of eigar 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 eigars in reverse order	••	• •				• •		1 4 0	
Persons re-tying or boxing cigars, or engaged at any ot	ber work con	anected	with aort	ing or pa			ecified		
herein								2 14 0	
All others	••			•••	••			3 5 0	

⁻That any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at 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, Guelong, and Warrnambool; the towns of Ballarat East and Sand.ingham; and the boroughs of Euglehawk, 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, incurance company, building society, Irien-lly 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, eashier, tynewriter, stenographer, or bookkeeper. clerk, despatch clerk, store clerk, weighing clerk, cashier, typewriter, stenographer, or bookkeeper. (2)

Apprentices.	Improvers.	Javenile Workers other than Apprentices and Improvers.	Other	Employees.	
Per Week of 48 Hours. Males. Females. 12a. 12s. 16s. 16s. 16s. 3rd , , 24s. 20s. 4th , , 32s. 24s. 5th , , 40s. 289. And until full age. Proportion. One apprentics to every two or fraction of two workers receiving not less than the minimum wage.	WAGES. Typewriters or Stenographers. Per Week of 48 Hours. Males. Females. 20s. 20s. 20s. 20s. 2nd , , , 26s. 24s. 3rd , , , 38s. 28s. 5th , , , , 44s. 30s. and until full age. All other Improvers. 1st year's experience 14s. 14s. 2nd , , , 20s. 18s. 3rd , , , 20s. 22s. 4th , , , 34s. 26s. 5th , , , 34s. 26s. 5th , , , 44s. 30s. and until full age. PROPORTION. One improver to one or two one or two Two improvers to three or four Three improvers to fire ales, are receiving not every three or fraction of three feathers, are receiving not every three or fraction of three feathers are receiving not every three or fraction of three feathers are receiving not every three or fraction of three feathers are receiving not every three or fraction of three feathers are receiving not every three or fraction of three feathers.	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 he the rate fixed for an improver, mals or femals (as the case may be), of the like	Males Female cashiers in butchers' shops All other females	Within the Metropolitan District. Wages. Per Week of 48 Hours. 62 0 34 6 39 0	Ontside the Metropolitan District wherever this Determination Applies. Wages. Per Week of 48 Hours. s. d. 58 0 34 6 39 0

⁽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 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 (26th 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 clarks or pupply or large checking clarks, outfit clarks, rester clarks, or other clarks in lieu of or in substitution for

Receiving clerks or punch or lare 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,

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

• There is a Commonwealth agreement for this occupation.

Nore.--This Determination applies to the whole of the State.

^(38.) CLOTHING.

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.

(38.) CLOTHING -continue l.

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

(2)

	Appr	entice	5.				In	прг	overs	s.						Juv	enile ers. i.e.,	All other Employees	la .	٠		
	W	ages.					V	Vag	05.						F	male 21 ye	s under ars of	Wages.				_
	Per v	veek o	of			Per	wee	k of	48	hour	s.				lm	pren prov	t being tlees or ers) em-		1			
Experience				М	ales en	plo	yed	at-	-] :	Fen	ales.		plo	yed a	era.		F		eek o	
				Pres	sing.		Any	oth	er w	ork.	E	m-	F	m-	-	Wa	706	Classes of persons.	-		1	_
		5		Order	Read		Ord			dy-	plo	yed n der	a	yed n ny	-	*** 0.				der oth-	Rea	de
•	Males.	Females		Cloth- ing.	Clot	h-	Clo ln		Clo	oth-		ats.		her ork.	Pe	hou	k of 48 irs.	- (-)		ig.	Clot	
lst year at trade	s. d.	8.	d.	s. d.	8. 0	i.	8.	d.	8.	d.	8.	d.	8.	d.		4.	d.	Males.		d.		٠.
lst six months 2nd ,,	5 0 7 6	5 7	0 6	7 6 10 0		6	7 10	6 0	7 12	6 6	5 7	0 6	5 7	0 6	}	. 7	6	Cutters	3. 75 65	0	65 65	0
2nd year at trade—																		Pressers	60 57	6	60 57	6
1st six months 2nd ,,	10 0 12 6	10 12	0 6	12 6 15 0		0 6	12 15	6 0	15 17	6	10 12	0 6	10 12	6			0 6	Machinists Brushers or Folders Seam or under pressers of	60 52	0	60 52	0
3rd year at trade- lst six months	15 0	15	0	17 6	22	6	17	6	22	6	15	0	15	0	١,	20	0	men's coats All other seam or under	52	0	52	0
2nd "	17 6	17		22 6			22		27		17	6	17	6	}			pressers	50 50	ó 0	50 50	0
4th year at trade— 1st six months 2nd ,,	20 0 25 0	20 24		27 6 35 0			27 35		30 35	0	20 24	0	20 24	0				FEMALES.	75	0	65	0
5th year at trade— lst six months 2nd ,	30 0 35 0			40 0 45 0				0	40 45	0	27 30	0	1					Pressers, with an iron of not more than 7 lbs. in weight, of such juvenile garments as are made from linen,	3			
6th year at trade-																		drill, silk, or other similar material	32	6	32	6
1st six months 2nd ,,		::	- 1	• •	::		50 55	0	50 55	0	:		1			•		Pressers of any other gar- ments or pressing	20	0	80	^
7th year at trade-				••			60	0	60	0			١.			•		machinists Seam or under pressers of men's coats	60 52	0	60 52	0
								•				٠.		•				All other seam or under pressers	50	0	50	0
																		Coat hands Button-holo makers by hand—	32	6	29	6
PROPORTIONATE N ANY FACTORY C			•	PR	I OPORT						R (AN	Y			i	On coats On trousers and vests	32 30	6	32 30	6
Males								•										Machinists— Ist six months ex-		•	۵,	
One male appren two or fraction o	f two	male	,	. 0	ne ma	lo :	imp	rov	les. er t	ое	very	fo	ur	r				perience 2nd six months' ex-	21	0	21	0
workers receiving at or earning at piece					ion o													perience And thereafter	24 30	6	24 29	6
not less than 50s. pe hours. Female.	er week				es not													Trousers or vest hands Brushers or folders, button- hole finishers, or button	30	6	28	0
One female appre female worker receiv							Fe	ma	les.									sewers— lst six months' ex-				
rates or earning at prices not less than 2	t piece	-work	: [ne fer		e in	pr	ove										21	0	21	0
of 48 hours.	•		1	rece	iving	at	wag	ges	rate	es o	r ea	rni	ng a	t				perience as such	24	0	24	0
An indenture of a prescribed was a 19.6.16.					of 4				ot le	ess t	han	28	. ре	r					28 28	0	28 28	0

(3) CASUAL LABOUR.—Casual employees, i.e., employees engaged at pressing or order entting 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. . . 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 abovenamed 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.

(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 Sand inches; factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sand inches; factories and Shops Acts the Special Board appointed to determine the lowest paces or rates with may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of water-or rates with may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of water-or rates made of material containing rubber or of oiled cloth, such as coats, cloaks, jackets, capes, leggings, oilskin suits, sear-westers, or rags 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.

Determination. (2)

Apprentices or Improvers.				ther Empl	oyees.	 		
WAGES.								
	Per week	of 48 hours.		WAGE	3.	,	fer we	ek
	Males.	Females.					of 18 hou	ITS.
lst year's xperience	ection of t week. tion of the eek.	ree female	MALES— Garment Cutters Other Cutters Garment Makers All others FEMALES		••	 	71 66 66 63	d. 6 0 0 3

(3) Time of Beginning and Ending Work.— Time of Beginning. 7.30 a.m.

1 p.m. on the day on which the half-holiday is usually observed. 7.30 a.m. 6 p.m. on the other working days of the week. (4) YERTIME. --

Time of Ending.

(a) Outside the hours fixed in Clause 3 ...

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

(5) PECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Fride, 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

(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 wrk.

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

.(40.) OAL AND COKE.*

NOS.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories ad Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sand, ingham; and the troughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol, and the shire of Corio.

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

a) coal importer,
(b) coal-mine owner,

bas made to following Determination, namely:—

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

		Apprea	tices or I	mprove	rs.		 Other Employee	38.			
	WAGE	S PER	WEEK	of 48	Hours.		Wages.				
Under 17 yar 17 years oa 18	tice to ev	ery thr week.	Improv	lices. ction of ers. ers. and	l thereafte	r ono im	Persons employed shifting gear to or from a ship or coal berth Coal baggers, loaders, or nnloaders Coke yard employees	62s. 67s. 61s.	week o	48 48 48 51	99 89 39 33 39

(40.) COAL AND COKE*-continued.

(3) TIME OF BEGINNING AND ENDING WORK-

					1		Time of	Ending.
		`				Time of Beginning.	Five days in the week.	The Day the Half-holiday is Usually Observed.
Carters All others	 ••	• •	••	••	::	7 a.m. 7.30 a.m.	5.45 p.m. 5 p.m.	1 p.m. 12 noon

(4) OVERTIME-

(a) Ontside the time of beginning and ending work as herein fixed
(b) Within the times of beginning and ending work in excess of the hours fixed in this Determination as a week's work a half. (5) CASUAL LABOUR.—Casual employees, i.e., persons bagging or loading coal for 24 hours or less in any week, shall be paid at the 1 ls. 9d. per hour.

(6) Special Rates.—For all work done on Sundays and the undermentioned holidays the rates shall be-

Sundays	• •			• • •	••		Coal Trade. Double time	••	Coke Trade. Time and a half.
Foundation Day (26th January)		• •	• •	• •		**	• •	**
New Year's Day			• •		• •	• •	**	• •	** ,
Eight Hours Day (21st April)	• •		• •	• •	• •	• •	· ,,		
Good Friday	• •	• •	• •	• •	• •	• •	.9	• •	Double time.
Easter Monday	• •	• •	• •	• •	• •	• •	27	• •	Time and a half.
Christmas Day	• •	• •	• •	• •	• •	• •	99	• •	Double time.
Boxing Day	• •		• •	••	• •	• •	,,,	• •	Time and a half.
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.

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

COAL-MINERS-(See No. 96).

COMMERCIAL CLERKS-(See No. 37).

(41.) CONFECTIONERS.

workers receiving not less than 28s. per week of 48 hours.

Improvers. MALES. One , male improver to every three or fraction of three male workers receiving not less than 72s. per week of 48 hours.

FEMALES. One female improver to every three or fraction of three female workers receiving not less than 30s. per week of 48 hours. 20

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, Geclong, and Warrnambool; the towns of Ballarat East and Sand.ingham; and the boroughs of Eaglehawk, Geeleng 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 or classes of persons employed in the process, trade, or business of a manufacturing confectioner," has made the following Determination, namely:—

namely:—
(1) That on the 2nd January, 1918, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)								
Apprentices	or Improve	ers.	Juvenile Workers.—Persons und Apprentices or		e other than	Other Employees.		,
WA Per week	of 48 hou	rs. `	WAGE:			Wages. Per week of 48 hours.		_
	Males,	Females.	Males.	General workers.	Assisting the storemao or packer.	Confectioners	*. 72	d. 0
-	s. d. 16 0 20 0 26 6 32 6 36 6 ORTION.	s. d. 15 0 18 0 23 0	Under 15 years of age 15 years of age 16 ,, 17 ,, 18 ,, 19 ,, 20 ,,	s. d. 12 6 14 0 16 0 20 0 26 6 32 6 36 6	s. d. 28 0 35 0 40 0	Head storeman or packer having not less than three storemen or packers under his control	68 60 30 28 54	0
One male app	LES. prentice to n of thr	ee male	Females.	Chocolate or French cream dippers.	General workers, bulk or novelty dippers.			
workers receiving 54s, per week of second of the contraction of the co	48 hours. MALES. oprentice	to ever y	15 years of ago and under 16 years of age	s. d. 14 0 16 0 18 0 21 0	s. d. 12 0 14 0 16 0 19 0			

(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 Lay, or Loxing Lay; 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 at y employer may fix and pay piece-work prices to any person or persons or classes of persons employed at at y 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 eream, bulk or novelty dippers) handling or dealing with confectionery in any process of manufacture from raw augar, 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, toxing 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 statch in or from trays (to be done by males only); emptying trays; sieving; cutting fruit or ginger; cleaning; washing tins or Lottles; stamping lozongos; plain piping or dotting or glazing novelties; marking confectionery; rolling confection ery 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 ingedients 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.

CHOOOLATE OR FRENCH CREAM DIFFERS.—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 Bsllarat, 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 persona 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 Improv	ега.		Other Employees.									
1st six months		••	Wages.		••	Per week of 48 hours. 10s.	Persons making,				4	Per week 0 48 hours.			
2nd aix months 2nd year 3rd year	•••	••	••	••	••	12s. 6d. 17s. 6d. 25s.	shaping timber Labourers	•	rtiele, includi	ng vata	••	80s. 62s.			
4th year 5th year	••	••	••	••	••	35s 45s.									
	P	ROPORTIC	N (in any	place).											
One apprent receiving not les	s thai	n 62s. per	week of	48 hours.	f thre	e workers									
*	P	ROPORTIO	n (in any	place).			Ì								
One improved improver to ever 80s. per week of	ery ni	ne additio	three wo nal work	rkers, and era receivi	i then	reafter one t less than									

Time of Beginning.

Time of Beginning.

Time of Ending.

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

Time of Ending.

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

5.30 p.m. on he 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

(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 persona 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)

(3)

APPRENTICES OR IMPROVERS.

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

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

SOFT FIBRE DEPARTMENT.

HARD FIBRE DEPARTMENT.

	Montus' Experience. Per Week of 48		Months' Experience. k Per Week of 48		3rd Six Months' Experi- ence. Per Week of 48 Hours.		4th Six Months' Experience. Per Week of 48 Hours.		Therester until attaining the Age of 21 Years. Per Week of 48 Hours.		31		ist Four Months' Experi- ence. Per Week of 48 Hours.		2nd Four Months' Experi- ence. Per Week of 48 Hours.		3rd Four Months' Experi- ence. Per Week of 48 Hours.		after until attaining the Age of 21 Years.	
Males.												Males.								
	5. 6	l.	8 0	ł.	3.	d.	8.	d.	8.	d.			8.	d.	8.	d.	N.	d.	у.	d.
Dressing machine at tendants Softener attendants,	25	0	27	6	32	6	37	6	42	6	i	Leading hands parting and weighing hemp All others parting and	38	0	38	0	38	0	38	0
openers or batchers,												weighing hemp	32	0	32	0	33	.0	34	0
leading hands Softener attendants, openers or batchers.	44	0	44	0	44	0	44	0	44	0		Automatic spinner at- tendants Automatic spinner at-	18	0	21	0	23	0	26	0
assistants		0		6	35	0	37	6	40		- 15	tendants (if minding				_				
Oilers	40	0	40	0	42	0	42	0	44	0		10 spindles)	27 30	6 0	27 30	6 0	$\frac{30}{32}$	Q O	31 32	
FEMALES												Winders Persons employed at	30	U	30	U	32	U	32	U
Feeders of breaker eards,												balling binder-twine	27	6	32	6	37	0	38	0
jute finisher cards, or circular cards, or draw- ing machine and												House horizontal or vertical rope machine attendants and					at			
roving frame attend	16	0	18	0	20	0	22	6	22	6		reelers for same Strand machine and	34	0	34	0	35	0	35	U
Feeders of circular cards with sheetspread, and not sliver fed or		•										laying machine at- tendants or twisters of hay lashing and								
spreaders	20	0	22	6	25	0	25	0	25	0	II.	box cords	21	0	24	0	28	0	31	0

(43.) CORDAGE—continued.
(3)

JUVENILE WORKERS-continued.

Sorr F	BRE DE	PARTMENT-	-continue	ed.		Н	RD FIBRE	DEPART	MENT-co	ntinued.	
	1st Six Months' Experi-	2nd Six Months' Experi- ence.	3rd Six Months' Experi- ence.	4th Six Months' Experi- encs.	Thereafter until attaining the Age of 21 Years.			ist Four Months' Experi- ence.	2nd Four Months' Experi- ence.	3rd Fou Months' Experi- ence.	Thereaft until attaining the Age (21 Years
	Per Weel of 48 Hours.	Par Week of 45 Hours.	Per Wenk of 48 Hours.	Pur Week of 48 Hours.	Per Week of 48 Hours.			Per Week of 48 Hours.	Fer Week of 48 Hours.	Per Wee of 48 Hours.	Per Wee of 48 Hours.
FEMALES-continued.	s. d.	s. d.	s. d.	s. d.	s. d.	MALES con	tinued.	s. d.	s. d.	s. d.	a. d.
Doffers Piecers, or spinners who have not had two years' experience as piecers Spinners on single sides Spinners on two sides Winders Twisters or reclers	11 0 17 0 21 0 25 0 17 0 15 0	21 0 25 0 19 0 17 0	15 0 18 0 22 6 25 0 21 0 19 0 15 0	20 0 22 6 25 0 22 6 21 0 16 0	20 0 22 6 25 0 22 6 22 0 17 0	Persons empleing lashing cords. Lappers and of clothes li Oilers. Bobbin bank liftst ropems Walk boys	finishers nes	35 0 35 0 40 0 25 0 14 0	35 0 35 0 40 0 27 6 15 0	36 0 36 0 42 0 30 0 16 0	36 0 36 0 44 0 30 0 17 0
appers 3raiding machine attendants Pressers and parcellers of ropeing and seam-	11 0	13 0	19 0	19 0	20 0	Can fillers of hands on ap Can fillers of hands on machines	readers r sliver drawing	27 0 27 0	27 0	30 0	32 6
or ropeing and seaming twine	20 0 25 0	20 0 25 0	22 6 25 0	22 6 25 0	22 6 25 0	FEMALI	cs.	21 0	21 0	30 0	32 0
labellers	19 0	20 0	21 0	21 0	22 0	hands on sp Can fillers of hands on machines	readers or sliver drawing	28 0	28 0	28 0	28 0
							mployed np	28 0	28 0	28 0	28 0
0						reftener Persons emplo		28 0	28 0	28 0	28 0
			· ·			ing binder t		28 0	28 0	28 0	28 0
	ist Four Mouths' Experi- ence.	2nd Four Months' Experi- ence.	3rd Four Months' Experi- ence.	There- after until attaining the age of 21 Years.		e	1st Four Mouths' Experi- ence.	2nd Four Months' Experi- ence.	3rd Four Months' Experi- euce.	There- after until attaining the Age o 19 Years.	Age.
· Males.	of 48 Hours.	Per Week of 48 Hours.	of 48 Hours.	of 48 Hours.		lales.	Per Week of 48 Hours.	of 48 Hours.	of 48 Hours.	of 48 Hours.	of 49 Hours
Softener attendants and hatchers (leading hand)	s. d.	8. d. 44. 0	s d. 44 0	s. d.		mployed handing in walk	s. d.	s. d.	s. d. 44 0	s. d.	s. d.
oftener attendants and batchers (assistants) Breaker card attend-	30 0	32 6	35 / 0	40 0		mployed plait-	20 0	25 0	30 0	35 0	40 0
ants Automatic spinner attendants Automatic spinner attendants (if minding	32 6 18 0	35 0	23 0	36 0 26 0			1st Four Months' Experience.	2nd Fo Monti Experie	ha' Me	l Four onths' erlence.	Thereafter until sttaining the Age of 21 Years.
10 spindles) Aying machine attendants	27 6	27 6	30 0 28 0	31 0	. F	e .	Per Week o		ours. 48	Week of Hours.	er Week of 48 Hours. s. d.
machines	27 0	27 0	30 0	32 6		employed plait-		20		2 6	25 0
Can fillers or sliver hands on drawing machines feeders of breaker cards	16 0	18 0	20 0	22 6	Rod n	Males. natmakers on	AND MATTI				
or finisher cards	28 0	28 0	28 0	28 0		looms	20 0	25	0 3	0 0	37 0
					III.	EMALES.	10 0	10	0 1	ו ה א	18 4
					Cop win Bobbin Carders	ders or plaiters winders pordered mat-	16 0 18 0 16 0	16 20 16 20	0 2 1	0 0 2 6 6 0 2 6	18 6 25 0 18 6 25 0

(43.) CORDAGE-continued.

(4)

OTHER EMPLOYEES.

				Per W Of Hou	18		Per V of Hou	18
Foreman, i.e., man in charge of de For the 1st year's experience as For the 2nd year's experience as Thereafter First ropemakers Second ropemakers Rope slicer on driving ropes or spr Twisters and layers of yarn in rop First power reclers or finishers Other reclers or finishers Makers of rope lenders Feeders of first spreader Oilers Feeders of softeners or batchers Winders and warpers in tar-house Makers of pignets Fishing line makers Mat finishers At finishers First year's experience as mat fi Thereafter All other adults	a Ioreman s a Ioreman rings c-walk (lead	•••	hand)	8. 62 65 67 68 63 59 58 55 57 57 57 57 56 56 56 56	d. 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Females. Doffing leaders	8. 31 29 28 29 31 28	d. 0 6 6 0 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 Christ: as 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 schelule 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 piecework prices to any person employed at any work for which this Board ha 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 Sand, ingham; 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 Werk of 48 Hours.
s. d. lst year	1st 6 months 10 0	Foremen, where over five adults are employed. Foremen, where five adults or under are employed Lathe hands Buildera of motor cycle frames and frames other than cycle frames. Cycle-frame builders Repairers of motor cycles (except lathe hands). Other repairers (except lathe hands). Fitters of motor cycles Assemblers of motor cycles Other assemblers Filers on motor and uther cycles Wheel-builders on motor and other cycles Foremen in rim-making Brazera in rim-making All others employed in rim-making	87 6 85 0 82 6 75 0 68 6 71 6 68 6 71 6 68 6 68 6 77 6 68 6 68 6

(44.) CYCLE TRADE -continued.

(3) TIME OF BEGINNING AND ENDING WORK-

(4) OVERTIME-

(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 Wost, Newtown and Chilwell, and Schastopol.

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)

		Appren	tices or Impr	overs.					Other	Employe	E8.	
1st six 2nd ,, 3rd ,, 4th ,, 5th ,, 6th ,, 7th ,,	13 21 23 32	experience	Wages			Per week of 44 hours, 10s. 15s. 20s. 25s. 30s. 35s. 40s. 50s.	Head Disper Assistants	nser or		VAGES. in Cha	rge	 Per week of 44 hours. 110s. 90s
On receiving	e apprening not le	tice to every tess than 90s. I	on (IN ANY pprentices. three or freper week.	etion (of three	workers		٠				•

(3) TIMES OF BEGINNING AND ENDING WORK :-

In a Friend'y Society's Dispensary-

Times of Beginning. 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
9 a.m.
1 p.m.
1 p.m.

Times of Ending.
on Monday, Tuesday, Wednesday, Thursday, and Friday.
on Saturday.

(4) Overtime. - The following rates shall be paid for all work done: -

Outside the times of beginning and ending work ...

Within the times of heginning and ending work, in excess of 44 hours in any week ...

Time and a half.

(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, 'bristmas 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.

(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 whereseever 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)

	I	App	rentic	es o	Impr	over	s.						Yanna ila Washan		Other Emplo	yees.			_
	W	age	s per	Wee	k of 48	3 H	ours.					_	Juvenile Workers Persons under 21 of age (other to Apprentices or Imperployed in Pa	years han provers)	Wages per Week of	48 H	ours	Outs	е
			_		mmeno								Office or as Parce or Helpers	l Boys		With the Meti	e i	Met polit Dist	a i
Experience.	15 yea		16 ye	ears.	17 ye	ars.	18 y	ears.	19 y	ears.	20 y	ears.	Wages per Week Hours.	of 48		polit Distr	an let.	thi Deter nation	is m on
		$\frac{1}{d}$	8.	d.	8.	<u>d</u> .	8.		8.		8.			s. d.	MALES.	8.	<u></u>	8.	-
ales— lst year— lst 6 months 2nd 6 months	11	6	11	6 6	14 14	6	16 16	6	16 16	6	22	0 0	15 years of age or under 16 years of age 17 ,, ,,	11 6 15 6 20 0	Departmental mana- ger, i.e., a person in control of 3 or more salesmen or sales-				
2nd year— 1st 6 months 2nd 6 months	15 15	6	16 16	6	22 22	0	27 27	6 6	22 33	0	36 41	0	18 ,, ,, 19 ,, ,, 20 ,, ,,	26 6 33 0 40 0	women 21 years of ago or over, not- withstanding he may be under the				
3rd year— 1st 6 months 2nd 6 months 4th year 5th year 3th year	20 26 33	0 6 0	23 23 31 40	0 0 0	30 30 40	0 0 0	40 40	0	40 47	0	49 57	6 6			orders of a superior who does not de- vote his whole time to the management of such Department	80	0	80	
omalos— lst year— lst 6 months		0	11	0	14	0	15	0	15	0	17	6			Pattern-men, assemblers, or salesmen— 21 years of age 22 years of age	50 60	0 0	50 54	
2nd 6 months 2nd year—	8	Ŏ	11	ŏ	14	ŏ	15	ŏ	15	ŏ	20	ŏ			23 to 59 years of ago	72	0	66	
2nd 6 months 3rd year—	12	0	15 15	0	18	6 6	20 20	0	20 20	0	22 25	6			60 years of age or over Foreman packer or	60	0	60	
lst 6 months 2nd 6 months 4th year 5th year 6th year	16 16 18 22 25	0 6 6 0	18 18 22 25	6 6 6 0	22 22 25	6 6 0	23 23	0	23 23	0	30	6			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 de- vote his whole time to the management				
	•				<u> </u>			-	·		··				of such Department Packers or storemen Helpers employed— Between 7.30 a.m.	70 62	6	70 62	
•	•														and 11 p.m Between 11 p.m. and 7.30 a.m	60 76	0	60	
P	ROPOI	RTIC	on (ir	o an	y Sho	рo	r Pia	ce)							Porters	60	0	60	
One male appren			ery t	Mal	e or fr		ion o	f thi	roe m	ale	work	ers			Departmental mana- geress, i.e., a person in control of three or more saleswomen 23 years of age or				
One female appropriate or or series of the contract of the con			eve han :	28s.	three				of t	hree	e fem	ale			over, notwithstand- ing she may be under the orders of a superior who does not devote his whole time to the manage-				
One male improver week of 48 hou		6 V6	ry m	Mal ale	es. persoi	n re	ceivi	ng 1	not le	989 t	han k	50a.			ment of such Department Saleswomen in Dress, Manchester, Dra-	47	6	47	
wo female impro our female impro after—	vera t	o tv	one f vo fe	oma mal	e pera	ons	and		}	not tha	n 28a weel	lesa . 6d	l.		pery Furnishing, Prints, or Silk De- partments— 21 years of age	40		40	
ne female improverselved that or one male improverselved.	ne for	mal	o im	pro	ver in	lie	en of	one	ر ma و	48 le i	hour: mpro	a. ver			22 years of age 23 years of age or over Saleswomen in any	48 57		53	
															other Department, pattern women, or assemblers—	90	ρ	28	
															21 years of age 22 years of age 23 years of age or	32	6	31	
							,								Packera Porters or helpers	37 62 60	6		

(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

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 it 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 Warrnamhool; the towns of Ballarat East and Sandringham; and the boroughs of Castlemaine, Eaglehawk, Geelong West, Newtown and Chilwell, and

(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,

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

(2)

			Wages per week of 48 honrs.								
		٠	Impi	overs	at Cut	tlag.			tices ar uprove		
	·		Mal		Fen	nale.	Ma s.		Fen	ale.	
let 3	rear		10	6	9	o.	10	6	7	0	
2nd	10	 	16	6	13	ŏ	16	6	ı i	ŏ	
3rd	"	 	25	0	18	6	25	ō	16	ō	
lth		 	35	0	24	0	35	0	21	6	
th		 	45	0	30	0	45	0	26	0	
5th	"	 • •	55	0	Ι.				Ι		

PROPORTION (IN ANY PLACE).

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

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 E	EMPLOYE	ES.		
					Weges pe	r week of
					Order Clothing.	Other Clothing
Q. 44		ales.				
Cutters	• •	• •	• •	• •	75s.	65s.
Tailors	• •	• •	• •	• •	60s.	60s.
Machinists	• •	• •	• •	• •	60s.	60s.
Seam or under		• •	• •	• •	55s.	55a.
Other pressers	• •	• •		• •	60s.	60s.
All others	• •	• •	• •	• •	55s.	55s.
	Fen	nales.				
Cutters					46s.	36a.
Skirt hands					30s.	28s.
Coat, bodies of	mantle l	anda	•••		32s.	28s.
Persons with weight, pres coats of ma wool delaine	sing off terial oth	mantles ner than	and coston,	stume drill,		
material Other pressers	using an	iron not	more th	an 12	42s.	42s.
lbs. weight					30s.	30s.
Other pressers			• •	•	60s.	60s.
Machinists	••	••			30a.	298.
Persons over 2 and pressen or improver	s, and n	ot bein	g appre	nticea		
at the trade- lst 6 mon		ienèe			21s.	21s.
2nd 6	_		••		24s.	248.
All others	,,		• •	• • •	28a.	28.

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

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

(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.

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 hy 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 have 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. Board for such work.

-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.

(48.) DYERS AND CLOTHES CLEANERS.

Note.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan district as defined in the Facories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnam ool; the towns of Ballarat East and Sand ingham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Schastopol.

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 dyor or clothes closurer," has made the following Determination namely:—

(1) That on the 4th day of Ostober, 1018, the last provious 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 appre dices or improvers) who, if males, are cooles cleaners or dye-house labourers, or who, if females, are garment steamers, glove cleaners, receivers, or despatchers.								
WAGES.	- Wages.								
Per week of 48 hours. Males. Females. 5. d. s. d.	Per week of. 48 hours. Males. Fernales s. d. s. d. Males.	1	48 h	eek ci oure.					
1st year 12 6 12 0	1st year 27 6 17 6 D		$\frac{s}{75}$	d. 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 try Cleaners	• •	58	0					
4th year 32 6 24 0	4th year 40 0 Wet Cleaners	• •	58	ő					
	Finishers .	• •	58	ŏ					
	Hat Blockers	• •	65	ŏ					
	Pressers		60	ŏ					
PROPORTION BY ANY EMPLOYER.	1 Dve-house Labourers	• •	57	ő					
PROPORTION BY ANY EMPLOYER.	All others		57	Ö					
APPRENTICES.	Females.								
				_					
One apprentice to every three or	Feather Dressers on new material	• •	40	0					
fraction of thee workers of the	Other Feather Dressors	: •	33	9					
same sex receiving not less than	Pressers pressing with an iron 12 lbs. or over	r in	40						
the minimum wage.	weight	. ::	40	0					
	Pressors pressing with an iron under 12 lb	s. 1n	30	0					
	weight	••	35	0					
IMPROVERS.	Steamers steaming glued material or velvet Other Steamers	• •	28	6					
		• •	35	ő					
One male improver to every	Repairers of Clothing Other Repairers *	• •	28	8					
three or fraction of three male	xxm:	• •	33	0					
workers receiving not less than 57s.	Dry Cleaners or Spotters	• •	32	ŏ					
per week of 48 hours.		• •	30	ŏ					
	CI CI	• •	30	ŏ					
One female improver to every		••	31	0					
four or fraction of four female	Receivers and Despatchers	• •	28	R					
workers receiving not less than	4	• •	28 28	6					
23s. 6d. per week of 48 hours.	All others	• •	40	U					

Time	of Begioning.			Time of Ending
(3) TIME OF BEGINNING AND ENDING WORK	$\begin{cases} 7.30 \text{ a.m.} \\ 7.30 \text{ a.m.} \end{cases}$	••	••	6 p.m. on five days of the week. 1 p.m. on the other working day of the week on which the half-heliday 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 ab 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.

(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 appoint d to "determine the lowest prices or rates which may be paid to any 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.	lmprovers	Other Er	nployees.	1				
WAGES.	Wages.	Wages.						
1st year	Per week of 48 hours. 1 st year 7a. 6d. 2nd year 15a. 3rd year 25a. 4th year 35a.		Withia the Metropolitan District,	Outside the Metropolitan District wherever this Determination Applies.				
5th year 45s.	5th year 48a.	Class of Persons.	Wages per week of 48 hours.	Wages per week of 48 hours.				
	•		Day Night Shift. Shift.	Day Night Shirt Shift.				
PROPORTION (within any factory or place). I apprentice to 1, 2, or 3 3 ap rentices to 4, 5, or 6 4 app entices to 7 or 8 and thereafter 1 additional apprentice to every additional 2 or fraction of 2 An indenture of apprenticeship prescribed was approved on 23.5.12.	Proportion (with L any factory or place). 1 improver to 4	Electrical mechanics, linesmen, or wiremen Battery Erectors. Electrical creetors, 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 Cablejointers All others Leading hands, i.e., journey placed in charge of two or journeymen	more other{ a	74a. 88s. 92a. 92a. 92a. 93s. 81s. 96s. 61a. 74a. 8. per shift in ddition to the ate specified				

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

	,								Day S	Shift.
		••		••	••	••	• •		Time of Beginning. 7 a.m. 7 a.m.	Time of Ending. 12.30 p.m. 6 p.m.
Any other working	day	••	• •	••	••	••	••	••	Night	Shilt.
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 Rays 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 Prociamation 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 Boart, 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.

(50.) ELECTRICAL SUPPLY-continued.

Apprentices.	Improvers.	Juvenile Workers.	Other Employees.	Within the Metropolitan District.	Octside the Metropolitan District wherever this Determina- tion applies.	
WAGES.	WAGES.	WAGES.		WAGES.	WAGES.	
Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.		Per week bf 48 hours.	Per week of 48 hours.	
st year's experience 7s. 6d.	1st year's experience 10s.	•	Assembler, tester, or repairer of arc lamps or instruments	728.	67s.	
	01	17 years of age 27s. 6d.	Battery attendant	648.	60s.	
3	0-1	10 00- 01	Carboner	65s.	Gls.	
th	4th	18 ,, ,, 328. 6d. 19 ,, ,, 37s. 6d.	Electrical fitters	836.	788.	
th ,, 45s.	5th , 458.	45-	Erecter of station or sub-station	000.	100.	
,, 100.	,, 250.	20 ,, ,, 458.	switchboards	728.	67s.	
		,	Jointer of underground cables or		3.5.	
		1	persons employed fixing or re-			
Proportion	Proportion		pairing underground services in			
(within any place).	(within any place).		iron pipes	758.	70s.	
	` ,	ļ	Linesman, i.e., a person employed			
Two apprentices to	Two improvers to		erecting, fixing, or repairing over-			
very five or fraction of	every five or fraction		head conductors or electrical ap-			
ve workers receiving	of five journeymen		paratus, or fixing service cut-out			
ot less than 57s. per	receiving not less than		boxes or supports for meters	72s.	66s.	
eek of 48 hours.	57a. per week of 48		Meter fixer	658.	61s.	
	hours.		Night patrol man, i.e., a person			
An indenture of ap-			employed inspecting and switch-			
renticeship prescribed		1	ing circuits or repairing live feed-			
as approved on 2).4.14.			ers or distributors of over 600			
			volts	758.	70s.	
			Station awitchboard attendant	63s.	59s.	
		i	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.	578. 6d.	
			Sub-station attendant	69s.	648.	
			Winder or assembler of coils,			
			chokea, or transformers of not	69-	=0-	
		ĺ	more than 2 k.w. capacity	63s.	59s	
			Winder of machines or apparatus	728.	67s.	
	i		above 2 k.w. capacity All others	608.	578.	
			Leading hand, i.e., a workman	000.	010.	
			who, under his foreman, is held			
	ľ					
			responsible for, directs the work of, and is continuously working		In addition	
			with an average of at least;	to the rate		
			three other adult employees,	specified	specified	
			one of whom is of the same	ls. per day	Is. per day	
			elass as himself; such average			
	•		to be taken for eight hours			
		i .	An the Marker for digital months >	I		

(3) Definitions

Juvenile Workers

Persona 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 dynames or motor generators) shall be—

Time of beginning not earlier than—

Time of ending not later than—

.. Time and a half.

(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

(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 abovenamed 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;

(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 20th 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.	
WAOES.	WAOES.	Wages.	WAGES.	
Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	
Ist year's experience. 10s. 2nd ,	lst 6 months' experience 10s. 6d. 2nd , , , 13s. 3rd , , , 16s. 4th , , 18s. 5th , , 26s. 6th , , , 32s. 4th year's experience 42s. 5th , , , 50s. PROPORTION. One improver to every four or fraction of four workers receiving not less than 59s. per week of 48 hours	Under 15 years of age 11s. 15 years of age 13s. 6d. 16 years and under 17 years of age 16s.	Electro-platers, i.e., persons engaged — (a) Mixing electroplating solutions; or (b) Keeping such solutions in proper working order; or (c) Controlling the supply and generation of the electric current for electroplating . 76s. Grinders, polishers, liners, or hand decorators . 67s. Coaters 65s. All others 59s.	

(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 whereseever employed in the occupation of a fireman, boiler attendant, or engine-driver in connexion with the use of steamboilers or steam-engines, other than ateam-boilers or steam-engines connected with mines."

(See Section 159, Act 2550, 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 hoilers.)
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.
Engine-drivers driving— Travelling hoist cranes running			WAOES. Per week of 48 hours.	Wages.
on gantries at an elevation of		1	lst year 26s.	1
not less than 20 feet	70s.	48	2nd year 36s.	Same as apprentices.
Other cranes at an elevation of not less than 20 feet, used in connexion with the erection of			3rd year 50s.) Source do say promotion
a building	78s.	48		
Traction, locomotive, or steam			Proportion (in any factory or	Proportion (in any factory or
roller engines	69s.	48	place).	place).
Holst or winch engines without		1		
boilers, in foundries where			One apprentice to every three or	One improver to every three or
metals are cast	60s.	48	fraction of three workers engaged	fraction of three workers engaged
Winch englies, for log-haulting purposes in sawmills, when the cylinder is less than 10 inches			and receiving not less than 54s. per week of 48 hours.	and receiving not less than 548 per week of 48 hours.
in diameter, or the cylinders (if more than one is used) have a combined area less than that	p.			
of a cylinder 10 inches in		i		
diameter	63s.	48		
Other winch or hoist engines or			}	4
steam lorries	69s	48		
Engines not provided for above-				
First-class	66s.	48		
Second-class	60s.	48		
Third-class	57s.	48		
iremen or boiler attendants at				
hotels, coffee palaces, restaurants,			•	
clubs, or boarding houses	548.	48		

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)—continued. Other firemen or boiler attendants— Firing three or mere boilers Firing one or two boilers All others Engine-drivers attending to engines with condensers or dynames attached Leading-hand firemen or water tenders— Where two firemen are employed Where three or more firemen are employed 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	60s. 57s. 54s. The rate speciand— 6d. per day in add 6d. ,, ,, 1s. ,,	ition		
	, ,	- 1	·	

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.

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 Menday, 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.

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.

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

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons ur classes of persons wheresoever 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, reincreased powers of this Board to fix rates for certain persons.)

(See Section 159, Act 26	ou, re increased	powers of this .	Board to fix rates for cereain persons.)	
	Per week of 48 hours.	Per week of , 48 hours.	Wages.	Wages.
Engine-drivers in charge of winding engines Qther engine-drivers who are	75s.	66s.	Per week of 48 hours. 1st year's experience 20s.)
in charge of an engine or engines whose cylinders either singly or together			2nd year's experience 30s. 3rd year's experience 40s. and thereafter the minimum wage.	Same as apprentices.
exceed the area of a circle 12 inches in diameter, and who are also in charge of			PROPORTION (within any place).	Proportion (within any place).
a condenser or electric generator or dyname (not for lighting purposes)	72s.	63s.	One apprentice to every worker engaged and receiving not less than 51s, per week of 48 hours.	One improver to every worker engaged and receiving not less than 51s. per week of 48 hours.
All other engine-drivers Fireman or boiler attendants in charge of or attending—	69s.	60s.	Old, per wood of 10 hours.	
One boiler	57s.	51s.		
Two boilers Three boilers Boilers developing in	61s. 63s.	55s. 57s.	1	
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.

(54.) ENGINEERING.

(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 Sandlingham; 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 classes of persons (other than persons subject to the Determination of any Special Board heretofore constituted) wheresoever employed in the property teals, or husmass of a mechanical engineer, melanding—

in the process, tra le, or business of a mechanical engineer, melading-

(4) a blacksmith, (5) a copporamith,

(6) a planer, (7) a slotter,

(8) a borer.

a patternmaker,
 an iron and brass turner,
 a titter,"

(9) a milling machiner,

(d) a geter,
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 Iorec, and the effect of the
provisions of section 14 is that any of the persons onumerated below, whereacever employed, in the process or husiness 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

(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. Wages per week of			rovers.	Juvanile Workers. Other Employees.	Other Employees.				
				JUVENILE OR YOUNG WORKERS.	Wages per week of 48 hours.				
lst year 2nd ,,	••		9s. 0d. 13s. 6d.	(a) Engaged in the holt and nut making department, serowing, tapping, thread-	Day Shift.	Nigh t Shift,			
3rd ,,	• •		17s. 6d.	ing, finning, pointing, heating, and					
4th ,,	• •	• •	22s. 0d. 30s. 0 d.	cutting off bolts. (b) Engaged striking for apprentices Patternmakers	893.	101s.			
5th ,,	• •	• •		to bigging attenting to a street of the stre	83s.	95s.			
8th ,,	• •	• •	41a. 6d.	of the notion the blackshirthing trade:	83s.	95s. 95s.			
				De - La maria la mari	83s.	95s.			
	•			Wages per Drop-hammer smiths	83s.				
i'roport	TION BY	ANY	EMPLOYER.	week of Copporamiths		95s.			
				2100013	83s.	95s.			
	Appr	entices		Under 15 years of age 16s. Od. Torners, iron or brass	83s.	95s.			
				From 15 to 16 years of age 19s. Od. Spring-makers or fitters	839.	959.			
			every five	,, 16 to 17 ,,	83s.	95s.			
			workers	,, 17 to 18 ,, 27s. 6d. Slotters	83s.	95s.			
receiving	not les	ss tha	n 63s. per	, 18 to 19 33s. 0d. Planers (except rail or plate-edge					
week of	48 hour	8.	_	,, 19 to 20 ,, 38s. 6d. planers)	83s.	95s.			
				,, 20 to 21	71s.	83s.			
	Imp	rovera.		Shapers (machines exceeding 14-in.					
	•			stroke and double-headed machines)	83s.	95s.			
One in	nprover	to ev	ary five or	Shapers (machines up to and including					
			s receiving	14-in, stroke)	719.	83s.			
			week of 48	Universal millers	83s.	958.			
hours.				Plain millers	71s.	83s.			
				Gear cutters	71s.	83s.			
				Machine hands making bolts and nuts	718.	83a.			
An in	denture	of a	pprontice-	Lappers, grinders wet or dry	71s.	83s.			
			on 21st	Persons working shearing, slotting,	110.	003.			
June, 19		10104	011 2130	nibbing, or buckling machines in					
ouno, re	,10.			connexion with the manufacture of					
P				springs	68s.	80s.			
				Heaters, and persons engaged cutting		508.			
				off in connexion with the manufac-					
					68s.	80s.			
				ture of bolts and nuts by machinery	uos.	ous.			
				Persons working stud lathes, centring,	600	00			
				screwing, or drilling-machines	68s.	80a.			
				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.		
Monday to Friday Saturday	••	••	•	Time of beginning. 7.30 a.m. 7.30 a.m.		Time of ending. 5.15 p.m. 12 noon
Saturday	••	••	••	l) HT	SHIFT.
Monday to Thursday Friday	••	• •	• • • • • • • • • • • • • • • • • • • •	8 p.m. 8 p.m.		6 a.m. on the following day 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 13d. per hour extra.
(5) Special Raths.—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 enbetituted.

(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 desses 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.

(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, Goelong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Castlemaine, Eaglehawk, Goelong West, Newtown and Chilwell, and Sebastopel; 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; (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,"

has made the following Determination :-

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

(2)

	1	
	1	
provers.	i	

(a) BRASSWORKERS' SECTION.

	0	Apprei	ntices and	Improvers	٠.	,	Other Employees.
	Apprent	CES AN	D MALE	Improve	RS.	Wages per week of 48 hours.	Wages per week of 48 hours.
14 ye	cars of age					8s. 0d.	Brassmoulders 78s.
15	,,					10s. 0 d.	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
20	1,					37s. 6d.	castings and superfluous metal caused by jointing,
							gateing, and venting, or who pickle castings) 63s.
		FEMALE	IMPROV.	ERS.			Furnacemen 66s.
lst v	ear's experience					10s, 0d.	
2nd	,,				•	12s. 6d.	The following additional rates shall be paid to
3rd	,,					15s. 0d.	persons working:—
4th	"					17s. 6d.	(a) where the artificial temperature is 130°
5th	,,					25s. 0d.	F. or over 2s. per hour
6th	**					30s. 0d.	(b) where the artificial temperature is 115° F.
	,,						or over
	Pro	PORTION	N BY ANY	EMPLOY	YER.		
			Apprenti	ces.			
773-			• •				
	vo apprentices					e workers re-	
cervi	ing not less that	1 058. P	er week o	1 48 nou	rs.	•	
			Improve	ro			
			•				
	vo improvers to				our wor	kers receiving	
not l	less than 63s. p	er week	of 48 hor	urs.			•

(3) Time of Beoinning 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. 5.30 p.m. on the other working days of the week.

7.30 a.m.

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

(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 Yoar'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.

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

(b) ENGINEERS' SECTION.

Apprentices or Improvers.	Juvenile Workers. Other Employees.	Other Employees.				
Wages per weck of	JUVENILE OR YOUNG WORKERS.		r week of			
1st year	(a) Engaged in the bolt and nut making department, acrewing, tapping, thread-	Day Shiit.	Night Shlit.			
3rd ,, 17s. tid. 4th ,, 22s. 0d. 5th ,, 30s. 0d. 6th 41s. 6d.	ing, finning, pointing, heating, and cutting off bolts. (b) Engaged striking for apprentices Blacksmiths	94s. 86s 86s.	106s. 98s. 98s.			
6th ,, 41s. 6d.	or improvers in the blacksmithing trade. (c) Engaged as boy labourers, Wages per Wages per	86s. 86s.	98s. 98s. 98s.			
Proportion by any Employer.	week of 48 hours. Turners, iron or brass	56s. 86s.	98s. 98s.			
Apprentices. Two apprentices to every five or fraction of five workers	Under 15 years of age 16s. 0d. Spring-makers or fitters From 15 to 16 years of age 19s. 0d. Borers ,, 16 to 17 , 22s. 0d. Slotters ,, 17 to 18 27s. 6d. Planers (oxcept rail or plate-edge	86s. 86s. 86s.	98s. 98s. 98s.			
receiving not less than 69s. per week of 48 hours.	", 18 to 19	86s. 72s.	98s. 84s.			
Improvers. One improver to every five or	stroke and double-headed machines) Shapers (machines up to and including	86я.	988.			
fraction of five workers receiving on tless than 69s. per week of 48 hours.	14-in. stroke)	72s. 86s.	84s. 98s.			
	operating grinding machines Plain millers Gear cutters	86s. 72s. 72s.	98s. 84s. 84s.			
	Machine hands making bolts and nuts Lappers, grinders wet or dry Persons working shearing, slotting, nibbing, or buckling machines in	72s. 72s.	84s. 84s.			
	connexion with the manufacture of springs	69s.	81s.			
	screwing, or drilling-machines The following additional rates shall be paid to persons working— (a) where the artificial temperature	69s.	81e.			
	is 130° F. or over (b) where the artificial temperature is 115° F. or over	2s. per 1s.	hour			

(9) SHIFTS.

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

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

(IO) ALLOWANCES .-

(a) That any person 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 $1\frac{1}{2}$ d. 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

(12) PIECE-work.—The Beard determines, under the previsions 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 Beard 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.)

Nore.—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—

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, (4) a blacksmith

(3) a fitter,

a coppersmith, (6) a planer.

(8) a borer: (9) a milling machiner.

(56.) ENGRAVERS.

(56.) ENGRAVERS.

Nore.—(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, Bendige, Geelong, and Warrnambool; the towns of Ballarat East and Sand, ingham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

(b) The Engravers Board when first constituted had power to fix rates for any person or persons, or classes of persons, employed in the process, trade, or business of a process engraver. This power was taken away by Order in Council dated 26th August, 1913.

(c) On the 2nd October, 1917, the powers of the Engravers 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 making (but not enamelling) metal badges.

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 an engraver or die-sinker, has made the following Determination, namely —

(1) That on the 8th day of November, 1917, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Determination. (2)

Apprentic	ces or Improvers.	Juvenile Workers.	Other Employees.	
WAGES PER WEE	к ог 46½ Hours.	WAGES PER WEEK OF 461 Hours.	WAGES. Per Wee	
Ap One apprentice to three workers receiving An indenture of app approved on 13th Mare	provers. y four workers receiving not	lst year, 1st 6 months 12s. 6d. ,, ,, 2nd 6 ,, 15s. 2nd ,, 20s. 3rd ,, 27s. 6d. 4th ,, 35s. Definition of juvenile workers— Persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, number- ing, saw piercing, polishing, sand blasting, waxing, pin- ning up, or soft soldering.	Artists 69s. Brand cutters 69s. Chasers 70s.	

(3) TIME OF BEGINNING AND ENDING WORK-Time of Endleg. 12.30 p.m. Time of Beginning. On the day on which the half-heliday is usually observed 8 a.m. On the other working days of the week ... 8 a.m. 6 p.m.

(4) OVERTIME-

substituted.

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

FACTORY ENGINE-DRIVERS .- (See No. 52.)

(57.) FARRIERS

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 Warriambool; the towns of Ballarat East and Sand, ingham; 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 farrier," has made the following Determination, namely:—

(1) That on the 14th day of January, 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. s. d 17 6	Wages.	Per week of 48 hours. s. d 17 6	. 48 hou	d.
2nd year's experience 3rd year's experience 4th year's experience 5th year's experience Proportion (within	$\begin{array}{cccc} & 20 & 0 \\ & 22 & 6 \\ & 27 & 6 \\ & 35 & 0 \\ \end{array}$	2nd year's experience 3rd year's experience 4th year's experience 5th year's experience Proportion (within a	$\begin{array}{cccc} & 22 & 6 \\ & 30 & 0 \\ & 35 & 0 \\ & 42 & 6 \end{array}$	Floorman	
One apprentice to every fraction of three works not less than 71s. per heurs. A form of Indenture of Al was approved on 7th Al	kers receiving r week of 48 pprenticeship	One improver to every receiving not less the week of 48 hours.			

Summary of	WAGES AND COND	itions	Fixed	BY WA	ges Bo	ARDS, E	TC.—coi	ntinued.	
(57.) FARRIERS—continued.				Time of	Pading				
(3) Time of Beginning And Ending Work	6.30 a.m		12 noon 5 p.m. o		Ending. y on wh r workin	ich the us g days of	sual half- the weel	holiday is o c.	bserved.
(4) OVERTIME.—The following A. Outside the time	ng rates shall be paid : es of beginning and en	ding wo	rk:						
(a) On Sutur				٠				. Double t	ime.
1	later than 1 p.m. or ea		an 6.30 a	.m		• •		. Treble ti	
I	other working day— Between 5 p.m. and 6 p. ater than 6 p.m. or ea	rlior the	an 6.30 a				•	. Double t Troble ti	
48 hours in a	rs fixed as the times of any week							. Double t	ime.
(5) SPECIAL RATES.—Troble Friday, Easter Monday, 21st April ont if any other day be by Act of only be payable for work done on t (6) CASUAL LABOUR.—Casus number of hours fixed in this Deter	l (Eight Hours Day), 3 f Parliament or Procle the day so substituted. al hands, i.e., persons	ord June imation who ar	e (King': substitu e emplo:	s Birthday sted for as ved during	r), Christ ny of the gany we	mas Day above-n ek for ne	, Boxing amed ho ot more t	-Day, and 1 lidays, the than one-ha	New Year's Day, special rate shal df the maximum
(58.) FELLMONGERS. Note.—This Determination Factories and Shops Acts; the eit the boroughs of Eaglehawk, Geelo Barwon. This Board was appointed of persons, employed in the proces (1) That on the 29th day Determination. (2)	ties of Ballarat, Bendering West, Newtown are to "determine the last trade or business	ligo, Go id Chilw owest j	eiong an vell, and prices or nongers.	d Warrna Sebastop rates wh or wool-se	mbool; and ich may	the towns the Bar be paid r tarners	s of Balla won ridi to any p	rat East an ng of the erson or pe o-skins."	shire of South
Apprentices or Improvers.				Oth	er Employ	ees.			
WAGES. Per week of		<u>_</u>			<u> </u>				Wages per wee
/	Sorters of— (a) dead woo	l other	than nli	noked woo	1				'70s.
2nd ,, 23s.	(b) other woo	ol			••	••	••	• •	63s.
3rd ,, 29s. 4th ,, 35s.	Man in charge of an Man in charge of—	od work	ing at w	ool-scourn	ng machi	ne	••	••	
5th ,, 42s. 8th ,, 45s.	Sweat-house Pickling	••			••	• •	••	••	} 60e.
Proportion.	or Sheepskin ta	nnore							
Apprentices. One apprentice to every three or fraction of three workers re-	Man scouring wool Woolpresser, dock a setting out	by hand			yed at fle	shing or	burring r	nachine or a	at
of 48 hours.	Man in charge of-								
Improvers.	Paint shop Green or flat	••	••	••	••	••	••	••	57s.
One improver to every three or traction of three up to nine workers,	or Limes					••	••	••	
and thereafter one to every four or fraction of four workers receiv-	or Man working at day	z machi	ne or du	st extract	0.5				
ing not less than 56s, per week of 48 hours.				**	••	::		••	56a.
"Man in charge" shall mee the work of the department in wh		singly	or with	others) wh	o, unde	the Ma	nager, re	gulates and	is responsible fo
(3)	TIME OF	Beoinn			Work.				
Time of Beginning. 7.30 a.m. 7.30 a.m. (4) OVERTIME—The followi	12 noon on the	e other		e half-hol		sually of	served.		
For all work done with 48 hours in any w	in the hours fixed as treek, and	the time					exeess of		a quarter.
For all work done outsic (5) SPECIAL RATES.—Time New Year's Day, Christmas Day, by Act of Parliament or Proclam done on the day so substituted. (6) PIECE-WORK PRICES.—	and a half shall be th Boxing Day, Good I ation substituted for a	e specia Friday, any of t	I rate for Easter I he above	r all work Monday, H e-named h	done on light Ho olidays	Sunday, urs Day the speci	(21st Ap	ril), but if	any other day b
FELT HATTERS.—(See	No. 76.)								
FIBROUS PLASTERERS									
(59.) FISH AND POULTR (Present Determination in force	Υ.	`,			4				·
from 20.12.15.) This Board was appointed business of:—	to "determine the	lowest	prices o	r rates w	hich ma	y be pa	id to an	y persons	employed in th
(a) killing, plucking, d(b) preparing fish for se			ma. or "	neooked f	ish.				

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

(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.	Apprentices.	lmprovers.
(59.) FISH AND POULTRY— continued. Wholesale salesmon Foremen having the supervision of four or more workers	70s. 0d. 52 65s. 0d. 52	WAGES. Per Week of 52 hours.	Wages.
Rabbit boners Block hands or pluckers Shop hands All others	65s. 0d. 52 60s. 0d. 52 57s. 6d. 52 48s. 0d. 52 50s. 0d. 52	lat year 2nd year 3rd 4th	Same as apprentices.
OVERTINE — Any employee who is	in any week works for	Proportion (BY ANY EMPLOYER). One apprentice to every three or fraction of three workers receiving notless than 48s. per week of 52 hours. Any time in excess of 52 hours shall be	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."

	In	Mills wher	the Outp	nt of Flour	per hour is		Apprentices.	Improvers.
Olass of Persons.	Not exceeding 1,500 lbs.	1,500 lbs. and not more than	3.000 lbs.	4,000 lbs. and not more than	More than 5,000 lbs. and not more than 6,000 lbs.	More than 6,000 lbs.	Wages. Per week of 48 hours. Ist year's experience 10s. 2nd year's experience 15s.	Under 16 years of age 14s 16 years of age 17s. 6d.
	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,	3rd year's ex- perience 20s. 4th year's ex-	17 ,, ,, 228. bd. 18 ,, ,, 28s. 19 ,, ,, 35a. 20 ,, ,, 42s.
Shift millers	60s.	60s.	65s.	65s.	70s.	70a.	perience 25s. 5th year's ex- perience 30s.	
men Head storemen, i.e., store-	48s.	48s	48s.	5 0s.	50s.	52s. 6d.	portendo o o o.	,
men to whom any super- intendence is given by the employer	. 51s.	51s.	51a.	52s.	56s	56s.		
employer	. 015.	J15.	515.	028.	508	J08.		
Head millers			• •		70s. 66s.	48	•	
Smnttermen Men engaged in taking off n	 a ill pr educ	ets.			51s. 48s.	48	Proportion (within	PROPORTION (within
Storehands					48s.	48	any place).	any place).
Wheat carriers	. 41			• •	72 8.	48	Our convention to	One improver to
Engine-drivers driving other When the engine is less When the engine is 159 All other adult employees Persons under 21 years of	than 150 H.P. or r	H.P.	••	!	57s. 60s. 48s.	48 48 48	One apprentice to every three or fraction of three workers en- gaged and receiving not loss than 48s, per	every four or fraction of four workers en- gaged and receiving not
improvers) employed as-		being a	bhromme				week.	Toda Mair 2001 per model
Sweepers or bag braude Truckers or assistants a Youth's assisting in filling	t general	work	 g, or truel		22s, 6d. 30s.	48 48		
not more than 2.500								
per hour		0.	or.		40s	48	ŧ	
Time of Broinning	and End	ing Wor	k.—Perso	ns engage	d in the	mill stores	ı—	
Time of Beginning. 7.30 a.m.	• •		loca	lly).				y is observed in the trade
7.30 a.m.	• •					lays of the		
Overtime.— . For all work don	e outside	the hours	a) By any fixed as t	y person e the times	<i>ngagea in</i> of beginn	the mill si	nding work—	
For work do For work do is locally o	ne betweer ne betweer observed b	n 6 p.m. ar n12 noon s oy the trac	nd 8 p.m. e ind 2 p.m. le	on any of on Satur	the ordina day or the	ry workin day on w	g days of the week hich the half-holiday	line and a quarter.
For work do For work do observed l	ne after 2 p	eni, on Sa	turday er	n. on any the day o	of the ord n which th	inary wor he weekly	king days of the week half-holiday is locally	Fime and a half.
For all work don First 10 hou	e within t	he hours f	ixed as th	o times o	f beginnin	ig and end		l'ime and a quarter.
Thereafter		••	••			• •		Fime and a half.
For all work don	o in avece	e of 48 ho			y other per	reon.		
First 10 hou Thereafter			··	· · · · · · · · · · · · · · · · · · ·		••		Time and a quarter. Time and a half.
r Holow: (of		There is a					o 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 aubstituted.

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

(61.) FLOUR (COUNTRY).** (Present Determination in force

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."

•	In Mil	is where	the Outp	out of Fig	nur per	Apprentices. Improvers.
Class of Persons.	Not more than 3,000 lbs.	More than 3,000 lbs., and not more than 4,000 lbs.	More than 4 000 lbs., and net mors than 5,000 lbs.	More than 5,000 lbs., and not more than 6,000 lbs.	More than 6,000 lbs.	Wages Wages.
Shift millers Purifiermen, silkmen, or topmen Head storemen, i.e., storemen to whom any supprintendence is given by the employer	Per week of 48 hours. 63s. 51s.	Per week of 48 hours. 65s. 51s.	Per week of 48 hours. 65s. 51s.	Per week of 48 hours. 70s. 51s.	Per week of 48 hours. 70s. 52/6	Per week of 48 hours. 1st year 10s. 2nd , 15s. 3rd , 20s. 4th , 25s. 5th , 30s. Per week of 48 hours. Under 16 years of age 14s. 16 years of age 17s. 6d. 17 , ,
Head millors Millwrights Wheat carriers Engine-drivers driving other engines— When engine is 50 b.h.p. or 1 When engine is more than 50 All other adult employés Persons under 21 years of ag apprentices or improvers) empl Sweepers or bag branders' as Truckers or assistants at gen Youths assisting in tilling, set or trucking not more tha flour, bran, or pollard per	o the oyed as sistants oral wo wing, we can be called the called t	or than	22s.	70s. 86s. 72s. 57s. 53s. 51s.	48 48 48 48 48 48 48 48	Proportion (by any employer). One apprentice to every three or fraction of three workers receiving not less than 51s, per week of 48 hours. Proportion (by any employer). One improver to every four or fraction of four workers receiving not less than 51s, per week of 48 hours.
Time of Beginning And Ending Work for Persons Engaged in Mill Store		m		••	••	Time of Ending. 12 noon on Saturdays. 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 ontside the hours fixed as the time of beginning and ending work-Between 12 noon and 2 p.m. on any of the ordinary working days of the week 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 quarter. .. \ Timo 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.

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 abovenamed 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 Shop's 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-

The powers of his 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.

⁽a) coal importer,

⁽b) coal mine owner,

⁽c) gas company :

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

(62.) FUEL AND FODDER-continued.

(2)

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 husinoss 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.

Apprentices or Improvers.		Other Employees.
WAGES PER WEEK. s. d.	WAOES. Hay, Corn, or Chaff Stores.	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.
Under 17 years of age 22 6 17 years of age 30 0 18 , 35 0 19 , 40 0 20 , 45 0 Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sec-	Foreman, i.e., the man who gives instrto and is responsible for the work of not less than four adult employees Carters driving one horses. """, two horses And for every additional horse All others Wood Yards, or Wood, Coal, and (Combined) Yards. Yardman in charge, i.e., the person time being intrusted with the cor	one by s. d. 63 0 per week of 48 hours 57 6 ,, 52 ,, 62 6 ,, 52 ,, 2 0 extra per week 60 6 per week of 48 hours 65 0 ,, 51 ,, 65 0 ,, 51 ,, 65 0 ,, 51 ,, 65 0 per week of 48 hours 66 0 per week of 48 hours 67 0 per week of 48 hours 68 0 per week of 48 hours 69 0 per week 69 0 per
PROPORTION. Apprentices. One apprentice to every three or fraction of three workers receiving not less than 55s. per week.	superintendence of a wood yard or and coal yard (combined), notwiths he may be under the orders of a s who does not devote his whole tim- management of the same yard Carters driving one horse ,, two horses And for every additional horse	anding uperior
Improvers. One improver to the first four or fraction of four workers and thereafter one improver to each additional ten workers receiving not teas than 55s. per week.	Coal Yards (i.e., Places where at least cent. of the Business is done in Co. Carters driving one horse, ,, two horses And for every additional horse	11). 55 0 per week of 50 hours 60 0 ,, 50 ,, 2 0 extra per week 67 0 per week of 48 hours 68 0 ,, 51 ,, 2 0 extra per week 60 0 per week of 48 hours 60 0 per week of 51 hours 60 0 per week of 51 hours
	And for every additional horse All others Firewood Saw Mills (i.e., Places a Mechanical Power is used to Saw Fire Benchmen Carters driving one horse , , two horses And for every additional horse	62 6 ,, 50 ,, 2 0 extra per week 65 0 ,, 51 ,, 2 0 extra per week 63 0 per week of 48 hours 63 0 per week of 48 hours 65 0 per week of 48 hours 65 0 per week of 49 hours 65 0 ,, 51 ,, 60 0 ,, 51 ,, 2 0 extra per week 3 0 per week 3 0 per week of 49 hours 65 0 per week of 49 hours 65 0 per week 5
(3) Time of Beginni	All others	56 6 per week of 48 hours 59 0 per week of 48 hours
1	,	Time of Ending.

	1		 ,		Time of	Ending.
	-	-		· Time of Beginning.	Five days in the Week.	The Day the Half holiday is usnaffy Observed.
Carters All others	 ••	••	 ••	 7.30 a.m. 7.30 a.m.	5.40 p.m. 5.30 p.m.	12.30 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 {Time and a quarter. week'a work

(b) All Others.

Double time. Between midnight and 7.30 a.m. . .

week's work

week's work

(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 Cartess and Drivers in this trade.

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

(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 Sand, ingham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell,

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

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.

(0)
(2)

APPRENTICES OR IMPROVERS.	OTHER EMPLOYEES.
	Firewood, Saw-mills, &c.
Wages.	Benchmen at self-acting benches where only benchman
	and stacker omployed
Under 17 years of age 30s, per week.	Other benchmen
17 ,, 36s. ,,	Lumpers 70s, 6d. ,, 48 ,,
18 , 40s.	Trelleymen 70s. 6d. ,, 48 ,,
19 ,, 46s.	Skip loadera
20 ,, 53s. ,,	Truck loaders of wood 4 feet or over 70s. 6d. ,, 48 ,,
	Waggon or dray loaders 70s. 6d. ,, 48 ,,
Apprentices and improvers shall be subject	Block stackers
to the number of hours per week as fixed for	Wood cutters 64s. 6d. ,, 48 ,,
their respective sections.	Carters driving one, two, or three horses 64s. 6d. , 54 ,,
	And 2s. extra per week for every additional horse
	in excess of three.
Proportion.	All others 60s. ,, 48 ,,
Apprentices.	Foreman.—If any person employed in any of the above
, 11	capacities has under his control five or more other
One apprentice to every three or fraction of	workers he shall be regarded as a foreman, and paid ls. per day above the ordinary
three workers receiving not less than 60s. per	rate.
week.	Casual hands, i.e., persons employed during any week for not more than one-half the maximum number of
Improvers.	
	nours fixed as a week's work 3d. per nour extra above the ordinary rate.
One improver to the first three workers,	ordinary rate.
and thereafter one improver to every ten	Hay, Corn, or Choff Stores.
workers receiving not less than 60s. per week.	• • • • • • • • • • • • • • • • • • • •
	Storemen in charge
	All others 61s. ,, 52 ,,
	Wood, Coal, or Coke Yards.
	Contago deiging one house
A	two horses
·	And 3s. extra per week for every additional horse.
	1 And 35, Cavia per week for every admittenal noise.

(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 (List 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, Geclong, and Warrnambool; the towns of Ballarat East and Sandringham; the horoughs of Eaglehawk, Geclorg 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 secondhaud article of furniture, osually made or partly prepared by cabinetmakers, chair and couch makers, upholsterers, wood earvers, 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)

Apprent	lces.		Imprev	ers.		Juvenil	e Workers.	All other Employees.
WAGE			WAG			W	AOES.	WAGES.
	Per wee				eck of 48 uis.		Per week of 48 hours.	Per week 48 hour
lst year lst 6 months 2nd 6 ,, 2nd year 3rd ,, 4th .,	## Male. ## ## ## ## ## ## ## ## ## ## ## ## ##	s. d. 10 0 12 6 16 0 22 6 27 6	lst year lst 6 montha 2nd 6 , 2nd year 3rd , 4th ,	s. d. 15 0 20 0 30 0 40 0	s. d. 14 0 17 0 23 0 27 0	1st year 2nd ,, 3rd ,, 4th ,, 5th ,,	8. d. 14 0 20 0 27 6 35 0 42 0	Males. Boult's carver or shaping machine operator

[.] There is a Commonwealth award for Carters in this trade.

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

(64.) FURNITURE*-continued.

Apprentices.	Improvers,	Juvenile Workers.	All Other Employees.		
Proportion (by any employer). Mules.	Proportion (by any employer). Males.				
One male apprentice to every two or fraction of two male workers receiving not less than 57s, per week of 48 hours. Females. One female apprentice to every female worker receiving not less than 33s, per week of 48 hours.	One male improver to ten Two male improvers to fifteen Three male improvers to twenty less than 67s. And thereafter one additional male improver to every ten additional				
An indenture of apprenticeship prescribed was approved on 3rd February	Females. One female improver to the first five female workers receiving not less	•			
ruary, 1912.	than 33s, per week of 48 hours; and thereafter one additional lemale improver to every five additional such workers.				

^{(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, il 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 s.

(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-papering machine (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

In connexion with the manufacture of kitchen chairs, made wholly of wood, or with machine-woven cane seats.

In connexion with the manu-

facture of furniture.

or (h) Looking after glue-pots (5) Time of Beginning and Ending Work.

Time of Ending.

12 noon on the day on which the half-holiday is observed, and
5 p.in. on the other working days of the week.

Time of Beginning. 7.30 a.m. ..

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

(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

(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 MANTELLIECE 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, Geolong, and Warrnambool; the towns of Ballarat East and Sandringham; the boroughs of Eaglehawk, Geolong West, Newtown and Chilwell, and Sobastopol.

The Furitre 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 ma ufacturing processes of a maker of overmate's, 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 provious Determination of this Board shall be revoked and replaced by this

Determination. (2)

	WAGES.					Wages.				W	OES.			WAGES.		_
			Weel s hou					Week Shour		•		Weel 18 hou			eek o	
1st year 2nd year 3rd year 4th year 5th year PROPORTION One apprentraction of two tost than hours. An indenture prescribed was February, 191	Place). tice to vo work 59s. pe tre of a	every ters re or week	11 16 22 30 40 ory o two coiv c of	or ing 48	lst year 2nd year 3rd year 4th year 5th year PROPORTIC 1 improver 2 improvers 3 improvers and thereaf additiona prover to ten addit	Place). to 10 s to 15 s to 20 ter one l im-	y Facto worker ceivin less 67s. week hours	20 30 40 47 ory or rs r g n tha	0 0 0 6 r	lst year 2nd year 3rd year 4th year 5th year		8. 14 20 27 35 42	d. 0 0 6 0 0	Boult's carver or shaping machine operator Boult's carver or shaping machine operators, who also do other work All other machinists Wood turners Order men Persons omployed solely in fitting up or packing mantelpieces All others	70	0 0 0 0 0

(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 pota 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.
 - Time of Ending.

 12 noon on the day on which the half-holiday is observed, and

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

 - (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
 (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.
- (7) CASUAL LABOUR.—Any person casually employed during any week for not more than 24 hours shall be paid at the rate of time
- (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 bolidays, the special rates shall only be payable for work done on the day so substituted.

(64.) FURNITURE*-continued.

(2)

WIRE MATTRESSES (INCLUDING REPAIRS).

Note.—This Determination applies to the Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bend'go 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, 190), 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.

			Apprenti	cee and l	Im prover					Juvenite Person 17 y appren employ Cutting Sandpe Glue I and from tl Puiling	s und ears tices red fr g Tir perin lots: Stack he Ma	(not or tm Pai ; 8 g; or r ing chine	being control being control being control being control being control being control being	of g g br ir g g g ir c g g g g g g g g g g g g g g g g g g	ther Emplo	yees.		
											WAG	ES.			WAGES.			
			Wages	per Wee	k of 48 h	ours.						Per	Week				Wee	
		Experien	ce.		Mai Appren		Ma Impro		Femsle Apprentices or improvers	lat yes	r	8.	d. 0		Males.		8 ho	d.
lat 2nd 3rd 4th 5th 6th 7th 8th	6 month	s			8. 12 15 18 21 24 30 35 40	d. 0 0 0 0 0 0	8. 16 19 22 27 33 39 44 49	d. 0 0 0 6 0 0	s. d. 11 0 12 0 16 6 17 6 22 0 23 0 32 6 34 0		• • •		ŏ	Boult'a carve machine op Buzzer, plat circular sa: 3 or 4 side ing machir lathe opera Boring nachi Yardmon or gaged in a All others	erators hing ma w, band planor, t le, or te tors ne operst labourer	chine, aaw, tenon- irning tors	67 64 57	0 0 0
	A	.PPRENTI	CES.				Improv	ERS.	,						Female	ea.		
Pro	PORTION	(in an place)	y factory	y or	Рворо	RTIO:	in a		actory or					Females	••	••	43	0
or ficeiv of 4: O two work per	ne male a raction o ing not 1 8 hours. The femalor fra kers rece week of	f two mases than Females approciation of iving not 48 hours ture of was app	two fo	every smale o 43s.	to the twelve fourted Two prover sixteer eighted Throprover and addition prover addition One five fe	first to the state of the state	nale office sevente r ninet male twen after male every nale Fem ale im worke	ver en, or im- een, een, een, im- ty; one im- ten	workers receiving not less than 57a, per week of 48 hours.							·		

[.] There is a Commonwealth award for Carters in this trade.

(64.) FURNITURE*-continued.

WIRE MATTRESSES (INCLUDING REPAIRS)-continued.

(3) TIME OF BEGINNING AND ENDING WORK .-

Time of I	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
 (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 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 Im	provers.		- Juven	le Workers.			1	All other Employees.
WAGES. 1st six months	## Walc. ## 8 h Maic.	Female. s. d. 11 0 14 0 16 6 16 6 23 0 23 0 27 6 30 0 place)		VAGES. 18 years orentices or yed solely	f age	s. 17 23 29 57	urs.	WAGES. Per week of 48 hours. Male bedding hands, including repairers 66
worker receiving not less the of 48 hours. Improvers. One male improver to e workers receiving not less the of 48 hours. One female improver to e workers receiving not less the of 48 hours. An indenture of apprentic was approved on 3rd Febru	very five an 66s. pe very five an 33s. pe	e male er weck female er week						

(3) Time of Beginning and Ending Work-

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

(64.) FURNITURE*-continued.

BEDDING-continued.

- (4) OVERTIME.—The following rates shall be paid for all work done:—
- (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.) FURNIT URE *- continued.

PLANNINO CARPETS, ETC.

Note.—This Determination applies to the Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geeloog, and Warrambool; 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 Fobruary, 1909, by both Houses of Parliament "to determine the lowest prices or rates which may be paid o female workers employed as upholstresses, whether as carpet hands, table hands, or drapery hands, also to make persons employed in planning and laying earpets 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)

		AP	PRENTIC	ES AND IN	PROVE	RS.			ALL OTHER EMPLOYEES.	•	
	70			Males.	ges per		18 hours.		Wages.		
		`		Apprentic		rentices	. Impre	overs.	Males.		week of hours.
2nd 3rd	t months			s. d. 12 0 15 0 17 6		s. d.	8. 15 17 22	6	Carpet planners	::	s. d. 75 0 70 0
4th 5th 6th 7th 8th	>? >> >> >?	••	••	20 0 23 6 28 6 33 6 40 0		16 6 23 0 23 0 27 6 80 0		0	Upholatresses, whether as carpet hands, table hands, drapery hands, or repairing any new or second-ha article		33 0
Two is And app	male appro thereafter rentice to	ontices one every prentic	to one, to to four addition two	nal male ery female	Main F	ot leas er weel	than £3 c of 48 h	3 10s. lours.			
thai One fo thai An in	n 70s. per emale imp n 33s. per	week rover week of app	o every of 48 he to every of 48 he	five fema	worke e work	ers rece	iving no	t less	· ·		

(3) TIME OF BEGINNING AND ENDING WORK-

Time of Beginning.

Time of Ending.

(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
 (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 ratâ 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.

(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 Schastopel.

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 un the 16th day of Saptember, 1918, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Ap	prentices and	Improvers.		Juvenile Worke Persons under 2	rs. i.e.,						
Waş	ges per Week	of 48 Hours.		of age (other Apprentices or In employed in P	than aprovers) arcels	Other Employees.					
		Commencing Ag	е.	Othee or as Po Messengers, or S	weepers.						
Experience.	years 16 or years under.	17 18 years. years.	19 20 years.		Wages per Week of 48 Hours. Wages per Week of 48 Hours.						
Males— 1st year— 1st 6 months		s. d. s. d. B 14 6 16 6	s. d. s. d.	15 years of age or under 16 years of age	a. d. 11 6 15 6	MALES. Salesmen—	s. d.				
2nd 6 months 2nd year— 1st 6 months 2nd 6 months 3rd year— 1st 6 months 2nd 6 months 4th year	15 6 16 0 15 6 16 0 20 0 23 0 20 0 23 0 26 6 31 0	3 22 0 27 6 3 22 0 27 6 0 30 0 37 6 0 30 0 37 6 0 37 6	16 6 27 6 22 0 32 6 30 0 37 6 37 6 45 0 42 6 48 0		20 0 26 6 33 0 40 0	21 years of age 22 ,, ,, 23 ,, ,, 24 ,, ,, 25 ,, ,, or over Storemen (i.e., persons 21 years of age or over who have charge of stores, and of the receiving and distribution of goods.					
5th year 6th year Females— 1st year—	33 0 37 6 37 6					and who have charge of two or more adult persons) Packers Porters	65 0				
1st 6 months 2nd 6 months			15 0 17 6 15 0 20 0			FEMALES.					
2nd year— 1st 6 months 2nd 6 months 3rd year— 1st 6 months 2nd 6 months 4th year 5th year 6th year	12 0 15 0 16 0 18 0 16 0 18 0	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	20 0 22 6 20 0 25 0 23 0 27 6 23 0 30 0			Saleswomen— 21 years of age	40 0 48 0 57 - 6				
Рворо		in any shop).									
	APPRENTI			ļ			}				
One male apprent male workers receive		three or fract		٠							
One female appropriate of the contract of the	rs receiving apprentices	ery three or not less tha	n 40s. per								
proved on 12th July			1								
One male improve workers receiving n	ot less than	wo or fraction 72s. 6d. per w									
One female impre Female workers rece		y two or fract									

⁽³⁾ CASUAI. LABOUR.—Casual employees, i.c., persons employed during any week for not more than one-half the maximum numbers

of hours fixed in this Determination as a wock'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.

* 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 Ballurat, Bendigo, Geoloog 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

Determination.

⁽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.

(66.) GARDENERS-continued.

(2)

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

Time of Ending work, not later than Time of Beginning, not earlier than 12 noon on Saturdays (or the day on which the half-holiday is 7.30 a.m. locally observed). (3) TIME OF BEGINNING AND ENDING WORK 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 employee 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 Bexing 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)

		A pprentice	s or Impro	Vers.			Other Employees.	
lst year-		7	Vages.			Per week of 48 hours.	Wages.	Per week of
1st six	months					10s.	Foremen in charge of five or more men-	48 hours.
2nd		• •			• •	12s. 6d.	lst year's experience as such	82s.
2nd year				• •		17s. 6d.	Thereafter	90a.
3rd year	• •					25s.	Meter makers or repairers	72s.,
th year		• •				35s.	Prepayment meter attachment maker	72s.
5th year			• •			458.	Caster of gratings and covers	72a.
One appreceiving no	orantice to	App every th	(within a prentices. iree or fi	action o	f three	e workers	Head tester (where four or more other testers are employed)	78s. 69s.
Ü			provers.				Other districtions tions	65s.
One impreceiving no	prover to o	every the	ree or fr			workers	Diaphragm cutter Rim, disc, or prepayment meter cash-boxmakers	05.
Note.—on 24th Fe	An indentu bruary, 191	re of appr	enticeshi	p prescrib	ed was	approved	All others	60s.

Time of Beginning.

Time of Ending.

Time of Beginning.

(3) Time of Beginnins | 7.30 a.m. | 12 neon on Saturdays, and AND ENDINO WORK | 7.30 a.m. | 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. 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.	
Engine-drivers (1st class) and boiler attendants Yardmen employed emptying coal trucks or trimming coal . Labourers	60s. 60 48s. 48 36s. 48 50s. 48 42s. 48 36a. 48	WAGES. For the 1st year's experience, half his earnings on piece-work For the 2nd year's experience, half his earnings on piece-work For the 3rd year's experience, half his earnings on piece-work	Wages Same as apprentices.
Gas furnacemen (with two or more producers) Night furnacemen on box tanks Furnacemen working oil tanks and gas tanks with one producer Teasers Warehousemen, i.e., light	52s. 6d. 60 52s. 6d. 60 38s. 6d. 48	For the 4th year's experience, half his earnings on piece-work For the 5th year's experience, half his earnings on piece-work And thereafter either the wages or piece-work rates provided by the Determination.	
labourers Firemeu's assistants Lehrmen Turners and fitters Lathe workers Persons employed repairing wind pipes and other work of a similar character Pipe-menders	30s. 48 33e. 9d. 60 36s. 48 58s. 48 42e. 48 39a. 48 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.

not exceeding 8½ hours.				
rot exceeding 8½ hours. FLINT GLASS FACTORIES. ADULT MALES— Castor place makers (i.e., persona 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			Apprentices in Flint Glass Factories. Wages. For the 1st year's experience, 8s. per week of 48 hours For the 2nd year's experience, 10s. per week of 48 hours For the 3rd year's experience, 15s. per week of 48 hours	WAGES. For the 1st year's experience, 9s. per week of 48 hours For the 2nd year's experience, 13s. per week of 48 hours For the 3rd year's experience, 17s. per week of 48 hours
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 Colls, and Battery Jars) Castor place blowers (i.e., per-	70s.	48	For the 4th year's experience, 20s. 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 4th year's experience, 21s. per week of 48 hours For the 5th year's experience, 25s. per week of 48 hours 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
sons 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 Vostibule, Kerosene, Fish, also Propagating Glasses, Smoke Shades, Confectioners' Show Glasses, Cake Covers and Stands, Mam-			•	Determination. Proportion of Improvers in Plint Glass Factories.
moths (both sizes), Bun Jars, Roof Lamps, Local Cells or Battery Jars, Rolling Pins, Whisky Barrels, and Illumivators)	57s. 6d.	48		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.

Bcard.	Minimum Wage.	of Work per Week,	. Board.	Minimum Wage.	of Work per Week.
			(68.) GLASSWORKERS—con-		
(68.) GLASSWORKERS*—con-			tinued.		
tinued.			FLINT GLASS FACTORIES—		
			ADULT MALES—continued.	1	
FLINT GLASS FACTORIES-			2nd class mould blowers (i.e.,		
continued			persons working on Banner	ļ	
			Rochesters, No. 1 Rochester, Junior Rochesters, Little	1	
ADULT MALES - continued.			Royals, Duplex Cone Comets,		
1st class chimney and general			Tramweys, Manhattans, Won- der, Wizard, Marvels, Barrel		
work makers (i.e., persons			Mugs, Custard Glasses, Jugs,		
working on Banner Roches- ters, No. 1 Rochester, Junior			Lighthouse, Sun Hinge, Fire- sides, Argands, Hickocks, In-		
Rochesters, Little Royals,			candescent, Smoke Bells, Rain		
Duplex Cone Comets, Tram-			Gauges, Milk Testers, Covers,		
ways, Manhattans, Wonder, Wizard, Marvels, Barrel Mugs,			Cylinders, Lubricators, Caraffes and Upps, Tankard	1	
Custard Glasses, Jugs, Light-			Mugs, Tumblers, Battery Jars,		
house, Sun Hinge, Firesides, Argands, Hickocks, Incandes-			Battery Cups, and Jam Jars) 3rd class mould blowers (i.e., per-	50s.	48
cent, Smoke Bells, Rain			sons working on all kinds of		
Gauges (all sizes), Milk Tes- ters, Covers, Cylinders, Lubri-			Flange, Slip, Crimp, Bulge, Straight Comets, Hornets,		
cators, Caralles and Upps,			Stella, Gem, Gom Brackets,		
Tankard Mugs, Tumblers,			Magic, Nutmegs, Little Harry,	40	40
Battery Jars, and No. 2 Rochester)	60s.	48	and Bismark Chimneys)	426.	48
1st class chimney and general	000.		GENERAL WORKERS. (a) Boys (other than apprentices		
work blowers (hand work), (i.e., persons working on Ban-			or improvers) working inside		
ner Rochesters, No. 1 Roches-		.	a glass bottle factory— Takers in at a lehr	12s.	48
ter, Junior Rochesters, Little			,, ,, kiln	128.	48
Royals, Duplex Cone Comets, Tramways, Manhattans, Won-			Wetters off (1st 6 months).	16s. 6d.	48
der, Wizard, Marvels, Barrel			, (2nd 6 months) , (3rd 6 months)	18s. 20s.	48 48
Mugs, Custard Glasses, Jugs, Lighthouse, Sun Hinge, Fire-			,, thereafter	22s. 6d.	48
sides, Argands, Hickocks, In-		,	Snappers up Pullers off	15s. 6d. 15s. 6d.	48 48
candescent, Smoke Bells, Rain Gauges, Milk Testers, Covers,			Mould shutters	15s. 6d.	48
Cylinders, Lubricators, Ca-			(b) Boys (other than apprentices or improvers) working out-		
raffes and Upps, Tankard Mugs, Tumblers, Battery Jars,			side a glass hottle factory-		
and No. 2 Rochesters)	48s.	48	14-15 years of age 15-16	88.	48
2nd class chimney-makers (hand			16-17 ,,	10s. 12s.	48 48
work), (i.e., persons working on all kinds of Flange, Slip,			17-18 ,,	15s.	48
Crimp, Bulge, Straight	,	1	18-19 ,, 19-20 ,,	17s. 6d. 21s.	48 48
Comets, Hornets, Stella, Gem, Gem Brackets, Magic, Nut-			20-21 ,,	258.	48
megs, Little Harry, and Bis-			FLINT GLASS FACTORIES.		
mark Chimneys) 2nd class chimney blowers (hand	51s.	48	(a) Boys and girls employed on finishing chimneys in flint	,	
work), (i.e., persons working			glass factories by machinery-		
on all kinds of Flange, Slip, Crimp, Bulge, Straight			14-15 years of age 15-16	7s. 6d. 10s.	48 48
Comets. Hornets, Stella, Gem,	and the state of t		16-17 ,,	12s. 6d.	48
Gem Brackets, Magic, Nut-			17-18 ,, 13-19	15s.	48 48
megs, Little Harry, and Bis- mark Chimneys)	42s.	48	13-19 ,,	17s. 6d. 20s.	48
Firemen	428.	58	20-21	- 22s. 6d.	48
Packers of flint glassware	40s. 40s.	48 48	(b, Boys and girls washing, labelling, and wrapping		
Potmakers	52s.	58	chimneys in flint glass fac-		
lst class mould blowers (i.e., persons working on Globes of			tories— 14-15 years of age	7s. 6d.	48
every description, including			15-16 ,,	8s. 6d.	48
Incandescents of all sizes, Electric, Gas, Eclipse or W.B.,			16-17 ,, 17-18 ,,	10s. 12s. 6d.	48 48
Eclipse or Rowatt's, Rowatt's			18 years of age and over	158. 00.	48
Venus, Anucapnic, Hurricane,			(c) Persons (other than appropriate or improvers)		
Sun Hinge, Ship's Vestibule, Kerosene, Fish, Propagating			prentices or improvers) - employed in flint glass fac-		
Glasses, Smoke Shades, Con-		İ	tories-		
fectioners' Show Glasses, Cake Covers and Stands, Mammoths	-		14-15 years of age 15-16	8s. 11s.	48 48
(both sizes), Bun Jars, Roof		1	16–17 ,,	15s	48
Lamps, Local Cells or Battery		İ	17-18 ,, 18-19 ,,	20s. 23s.	48 48
Jars, Rolling Pins, Whisky Barrels, No. 2 Rochester, and			19-20 ,,	238. 27s.	48
Illuminators)	57s. 6d.	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.

(69.) GROCERS.

(2)

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 Bullarat, Bendigo, Geelong, and Warrnambool; the towns of Bullarat East and Sandringham; and the broughs 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 provious Determination of this Board shall be revoked and replaced by this Determination.

Appre	entices	or Improve	rs.	
	W	AGE9.	o	Per week f 48 hours. s. d.
Under 15 years of age				12 6
15 years of age	• •	• •		17 6
16 ,,				25 O
17 ,,				30 0
18 ,,		• •		37 6
19 ,,				45 0
20 ,,				50 0
Provided that any	appr	entico or i	mprover	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 a bove.

PROPORTION (IN ANY SHOP OR PLACE). Apprentices.

One apprentice to every three or fraction of three workers feeeiving not less than 55s. per week of 48 hours An amended indenture of apprenticeship prescribed was approved of on 9th August, 1918.

Improvers.

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.

Canvasser, i.e., an employee soliciting or collecting orders 65s. , Driver of motor vehicle with a carrying capacity of not more than 25 cwt 65s. , Driver of motor vehicle with a carrying capacity of over 25 cwt 70s. , Carter driving two bosses 65s.	_	
fining winea or spirita	8	hour
ing orders	8	**
of not more than 25 cwt	8	"
of over 25 cwt 70s. ,,	61	**
	1 51	**
Carter, driving one horse	51 51	**
All others—	8	**
22 ,, 60s. ,,	8	* **

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

(3)		Times of	BEG	GINNING AND ENGING WORK.								
				Carters or Mot	or Drivers.	All others except Stablemen.						
On the day of the	usual half-holiday late trading night or on		 zious	Time of Beginning. 8.10 a.m.	Time of Ending. 1 p.m.	Time of Beginning. 8.40 a.m.	Time of Ending. 1 p.m.					
to a public holid		· · ·		8.10 a.m. 8.10 a.m.	7 p.m. 6.30 p.m.	8.40 a.m. 8.40 a.m.	9 p.m. 6 p.m.					

(4) OVERTIME.

The following rates shall be paid for overtime:-Stablemon-

For all work done in excess of 51 hours

All others

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...

42a, 6d.

workers

Females not otherwise provided for ...

(5) 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,	A pprentices.	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 persons or classes of persons

employed in the process, trade, or busi			(except in Flour Mills) eereal foods, condiments, spices, coffee, chicory, or
MALES.			W. one (non-mode of 40 hours) (W. one
		1	WAGES (per week of 48 hours). WAGES.
Miller (i.e., person in charge of one or			Males. Females.
more grinding departments)	63s. 6d.	48	Under 16 years
Roaster	63a. 6d.	48	of age 15s 13s.
Mixer or blender (i.e., person in			16 years of age 18s. 6d 14s.
charge of one or more mixing or			17 ,, 24a 17s. Same as apprentices.
blending departments)	57s. 6d.	48	18 , 28s. 6d 19s.
Stone dresser	60s.	48	19 , 35s. 22s. 6d.
Kiloman	57s. 6d.	48	20 ,, 40a. 25a. 6d.
Mill assistant (i.e., person working			,,
under the direction of a miller who			
aupervises the running of grinding,			
rolling, or cleaning machines)	57s. 6d.	48	PROPORTION (within any factory or Proportion (within any factory or
	018. Ou.	*0	
Storeman in charge of 1, 2, 3, 4, 5, or 6	FO-	40	place).
atoremen	58s.	48	v
Storeman in charge of 7 or more store-	20	i	Males. Males.
men	63s.	48	
Packer (i.e., person casing orders for			One male apprentice to every One male improver to every four
despatch	57a.	48	three or fraction of three male or fraction of four male workers
Packer in charge of 5 or more packers	58s. 6d.	48	workers receiving 55s, per week. receiving 55s, per week.
Men not otherwise provided for	55s.	48	
FEMALES.			
Forewoman in charge of 5, 6, 7, 8, 9,			Females. Females.
10, 11, or 12 workers	37s. 6d.	48	
Forewoman in charge of 13 or more			One female apprentice to every One female improver to every four
Totoliona in things of it is	49- 03	40	the state of the s

three or fraction of three female workers receiving 28s. per week. ve is a Commonwealth award in this trade.

48

One female improver to every four or fraction of four female workers receiving 28s. per week

	Boar	d.		Minimum Wage.	Bours of Work per Woek.	Approntices.	Improvers.
(70.) GROC:	ERS'		S*				
	J	UVENILE V	Vorker	i.			
Persons under improvers) of labelling or of or assisting l Italian paste	mploye easing n the	ed in filling, packets, tii manufactur	weighin is, bottle	g, closing, wr es, or bags fo aroni, vermi	apping, r stock,	•	
lat 6 months		Males.		Females.	48		•
lst 6 months 2nd	• •	13s. 14s.	••	148.	48 .	į.	
	• •	186.	••	178.	48		
2nd year 3rd ,	• •	21s.		19s.	48	i	
4th ,,	••	258.		22s. 6d.	48	1	
5th	••	31s.	::	25s, 6d,	48		•
6th ,,		25s.		••	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 Holldays.—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.

Parks works.—This Board has determined that the ampleyer may for piece reals raises to be been at the reason and a fail.

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

NOTE.—(a) On the 23rd December, 1912, the powers of the Wholesale Grocors 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, Bondigo, Geolong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geolong 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.

Determination.

((2) A	PPRENTIC	DES AND	Improve	ers.			ALL OTHER EMPLOYEES.		
							s per k of ours.		Wee	es per ek of lours.
				•		8.	d.		ø.	d.
Unde	er 16 years of age					14	0	Head cellarman, i.e., the principal employee engaged		
	ars of age					18	6	in testing, blending, reducing, or fining wines or		
17	37 77				• • .	25	0	spirits	80	0
18	D 11					34	0	Packers in charge of 10 or more persons	80	0
10	11 11					40	0	Packers in charge of 6, 7, 8, or 9 persons	70	0
20 .					• •	50	Ō	Packers in charge of 1, 2, 3, 4, or 5 persons	68	0
	**							Storeman in charge of 10 or more storemen .	90	0
	Proport	TION (IN	ANY PLA	CE).				Storeman in charge of 6, 7, 8, or 9 storemen	80	0
	•	•		,				Storeman in charge of 1, 2, 3, 4, or 5 storemen		0
		Apprenti	ces.	1				Storeman employed singly	70	0
On	e apprentice to			action of	three			All others	64	ŏ
	ers receiving not	loss the	an 64s. p						••	,
_		Improve								
On	e improver to o	one or t	wo and	thereaft	er one					
impro	over to every the	ce or fre	ection of	three w	orkers					
receiv	ving not less than	64s. per	week of	48 hours						
	-	•								

(3) TIMES OF BEGINNING AND ENDING WORK-

Times of Beginning. Not earlier than— Times of Eoding. Not later than— 7.30 a.m. 12.15 p.m.

On Saturday, or the day on which the weekly half-holiday is observed. On the other working days of the week. 7.30 a.m. .. 5.30 p.m. ..

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

Outside the times of beginning and ending work

Within the times of beginning and ending work, in excess of the maximum number of hours fixed Time and a half.

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.

Board.	Mioimum Wage.	Hours of Work per Week.	Apprentices.	!mprovers
(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 wheresoever employed in the business of a hairdresser, or barber, or wig maker, or other workers of hair."

					WAGES	١.									WAG	ES.		
						, ;	Male	 :4.	F	emal	08.		Ma	los.		Fer	nale	L
Chairworkers (male or female) men's hairdressing saloons All other males All other females	in	60s. 70s. 37s. 6d.	52 52 48	lst year lst 6 months 2nd 6 months 2nd year 3rd year 4th year 5th year One male apprentic of three male than 60s. per w Two female apprencion receiving not wage.	worker eek of EMALE entices	l l l s. er; s = 52	5 7 12 0 7 17	0 6 6 0 6 6 ivin	or :	10 15 0 fractiot 1	tion ess	eig les	One ght mas that One ght	manale on 60 femocrae	Nu M. le im work Is. per FEM. ale in	f. MBER. ALES. prover ers rece rese rece ales. mprover ecciving um wag	to to	every g not hours.

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 werk, 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."

		1		WAGES.			WAGE	s.	
during Deportment			ļ		D	Improvers			
Curing Department—	67s. 6d.	48	1		Per week of 48 hours.	trade un	der 16 ye	ears of	age-
First man			1-4		20s.				er week of
First assistant	58s.	48	1st year	• •					48 hours.
Other assistants	54 8.	48	2nd year	• •	258.	lst year			10a.
Cutting Department—			3rd year	••	32s. 6d.	2nd year			15a.
First man	679. 6d.	48	4th year	• •	45s.	3rd year	• •		20s.
Assistants	60ş.	48				4th year			27s. 6d.
Lard and Tallow Department—						5th year	• •		358.
First man	62s. 6d.	48				6th year	• •		45a.
Assistants	51s.	48				3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	• • •	•••	104.
						Improvers	commen	cing wo	ork at the
Refrigerating Department—						trade at	16 years	of age-	_
First man	62s. 6d.	48					•	I	er week of
Assistants	57s.	48							48 hours.
Slaughtering Department-						lst year			12s. 6d.
First man	67s. 6d.	48				2nd year		•	17s. 6d.
Assistants (including stickers,						3rd vear	•••	• • • • • • • • • • • • • • • • • • • •	258.
scalders, openers, shavers,						4th year	•••	• • • • • • • • • • • • • • • • • • • •	358.
backers, and splitters)	60s.	48				5th year	•••	• • • • • • • • • • • • • • • • • • • •	458.
Small Goods Department—						J 111 J 1111	••	••	200
First man	67s. 6d.	48				Improvers	commen	cing w	orly at the
Assistante	556.	48				trade at			
Smoke Filling, Rolling, and Trimming	000.					trade at	ir yours	0	er week of
Department—									48 hours.
First man	62s. 6d.	48				lst year	• •		15e.
Rollers and trimmers	60s.	48	/ *			2nd year			20s.
Smoke fillers	51a.	4 ⊰				3rd year	• •	•	25s.
Casers	55s. 6d.	48				4th year			35s.
Casing cleaners	63s.	48				5th year		•••	45s.
•	+ The	e in a C	Commonwealth as	pard in this	trade.	•		• •	

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

	Board.			Miolinum Wage.	of Work per Week.	Apprentices.			
(73.) HAM AN General hands, at any two o classes of we ting up, kill trimming, or man's work Ham baggers Packers Washers Yardmen All others	continued i.e., per r more o ork, viz. ling, rol	d. sons emp of the follo :—Curing ling, sno	loyed owing , cut- oking,	60s. 53s. 51s. 51s. 48s.	48 48 48 48 52 48	Proportion (in any place). One apprentice to every three or fraction of three workers receiving not less than 48s. per week.	lst year 2nd year 3rd year 4th year Proportion of fraction of	RTION (in a prover to three work to every ti	r 20 years of Per week of 48 hours 17s. 6d 22s. 6d 30s 40s. ny place). te first three or ters, and there- irce additional

-(a) "First man" shall mean the man in charge of a department, and responsible for the work of it, whet DEFINITIONS .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 easual work shall be paid at the rate of time and a third.

TIME OF BEGINNING AND ENDING WORE .- For persons other than those in the refrigerating department or yardmen-Time of Ending.
5.30 p.m. on each of five days of the week.

Time of Beginning.
7 a.m.
7 a.m. 12 noon on the other working day of the week on which the half-holiday is usually observed.

Time and a half.

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 ...

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, Geolong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geolong West, Newtown and Chilwell, and Sobastopol.

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

		App	rentices or	Improver	s .	Other Employees.										
	WAGES. Per week of 48 hours.									WAGES.						
15 v	ears of age						10s.	Depar	tmental	managers, havi	ng under	their conf	rol-			
16	-		• •	• •	••	***	158.	5 or	more sa	lesmen, 25 yea	ra of age	or over		100s.		
17	**	• • •	• •	• • • • • • • • • • • • • • • • • • • •	••	• • •	20s.	4	,,	,,	,,			95s.		
18	**			• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	•	25s.	. 3		"				90s.		
19	**	••	• • •		••	•	30s.	2	11	* **	,,			85s.		
20	**	••	••	••		• • • • • • • • • • • • • • • • • • • •	37s.		h manage			• •	• •	80s.		
	"	• •	• • •	••	••	••	0.0.		le salesm		•••		•••	80s.		
		PROPORTI	on lin an	v shan ai	r place).				en emp			up stock		••••		
0	ne apprentice					three	workers			shop goods-						
	loyed, and r								ears of a					50s.		
	week of 48 ho			Mail one			0. 100.	22	**		• •	• •		56s.		
	ne improver t		ker) & A	23	"		• •	••		62s.		
	wo improvers						cek	24	"	••				65s.		
	hree improver					• • • • • • • • • • • • • • • • • • • •	not per w	25	,, \	and over				748.		
	our improvers					• • •	not ser			kers, porters,	vardmen	. messen				
	ive improvers				•••			01	persons	employed in	the parce	ls office-				
	x improvers						Receiving than 748.		ears of a			• •		48a.		
							2 5	22	,,,	•				53s.		
S	iven improver						ور ايز. اور ايز.		,,							
S	even improver			ers and	thereafter	two	8 = -	23	**					58s.		

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,

(b) "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 solvers 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 Warritambool, the towns of Ballarat East and Sand.ingham, and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastepol.

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, 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. 1st year	Wages per Week of 48 Hours. Persons under 21 years (other than apprentices or improvers) employed at packing or in assisting dyers or bleachers— s. d. Ist year's experience 17 0 2nd , , , 22 6 3rd , , , 33 6 4th , , , 45 0	Wages per Week of 48 Hours. S. d. Foremen				

TIME OF BEGINNING AND ENDING WORK.

(3) That the time of beginning and onding work shall be-

Time of Beginning. .. 12 noon on the day on which the half-holiday is observed, and .. 6.15 p.m. on the other working days of the week. 7.45 a.m. 7.45 a.m.

OVERTIME. (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 se 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 Chaffeutters Board came into force, superseding that portion of the Determination of the Hay, Chaff, Wood and Coal Board as far as it related to Chaffeutting, &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.

(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 Schastopol.

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)

,	APPRE	ITICES.		Imp	SOVERS.	OTHER EMPLOYEES.					
Wages p	er Week	of 48 Hours.		Wages per W	eek of 48 Hours.	Wag	Wages per Weck of 48 Hours.				
Experience.	}	Males.	Females.	Males.	Females.	Males.					
lst year—lst 6 month 2nd ,, 2nd year—lst ,, 2nd		s. d. 7 6 10 0 12 6 17 6	s. d. 7 6 8 6 10 0 12 6	s. d. 7 6 10 0 15 0 20 0	s. d. 7 6 8 6 10 0 12 6	Cutters Blockers Pressers All others	••	••		65 62 62 62	d. 0 6 6 6
3rd year—lst ,, 2nd ,,	::	22 6 27 6	15 0 17 6	25 0 30 0	15 0 17 6		Fem	ales.			
4th year—lat ,, 32 6 20 0 22 6 5th year—lat ,, 42 6 25 0 27 6 6th year—lst ,, 52 6 2nd ,, 57 6				35 0 40 0 45 0 50 0 55 0 60 0	20 0 22 6 25 0 27 6 	Milliners 30 Machinists 30 Cap finishers 27 Females over 21 years of age (excluding cap finishers, and not being apprentices or improvers), without previous experience at					
Proportion One male apprentice male workers receiving 48 hours.	Mai	y three or fra s than 62s. 6d	etion of three	Three male v	ION (BY ANY LOYER). Males. e improvers to vorker receiving 62s. 6d. per week	the trade— lst 6 months 2nd 3rd ,, All others				21 22 25 30	0 6 0 0
One female apprentic female workers receiving of 48 hours.	e to ev	ery two or fr	action of two 6d. per week	Four female	males. le improvers to worker receiving 27s. 6d. per week						

⁽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.

PIECE-WORK.

(78.) HORSEHAIR.

Norm.—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 salo," 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

6689.—**5**

⁽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.

⁽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-continued.

	App	rentices.				In	aprovers.		Other Employees.			
	. WAOES. Per week of 48 hours.			WAGES. Per week of 48 hours.				WAGES.				
1st year 2nd ,, 3rd ,, 4th ,, 5th ,,	•••			15s. 20s. 25s. 32s. 6d. 40s.	1st year 2nd ,, 3rd ,, 4th ,,			15s. 25s. 37s. 6d. 45s.	Curlers Prafters Wet hacklers Teasers All others		69 69 69 64 61)s.)s.)s.
N	umber (b	y any em	ployer).	N	umber (b	y any em	ployer).				
of three w	One apprentice to every three or fraction of three workers receiving not less than bls. 6d. per week of 48 hours.					kers rec		r or fraction of not less than. s.				

(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

(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 hy 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 Sand.ingham; and the beroughs 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 pamely:—

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)

			A pprentice	or Im	provers.		Other Employees.						
	•	WAGES	S PER W	EEK O	F 52 Hours.		WAGES. Males.						
					Male Apprentices or Improvers.	Female Apprentices or Improvers.	lerks	d.	er week e	of 48	hours		
							cooks in charge of two or more						
Und	er 16 years o	of age	• •		15s.	1	kitchen employees 60	0	**	52	>>		
	ears of age	••			20s.		Dressers in charge of one or more						
17 [*]	,,,				25s.	} 29s.	dressers, or where there is only			-0			
18	,,				30s.		one employed 75		**	52	"		
19	,,				35s.	11	Other dressers 65	0	**	52	9)		
20	,,				40s.	[]	Foremen in charge of—						
	,,					1-,	Four to nine employees 60		,,	48	,,		
		PROPO	ORTION (I	N ANY	PLACE).		Ten to ninetcen employees 6:	-	**	48			
							Twenty or more employees 70	0	23	48	**		
			Appr	entices	•		Sardeners in charge of one or more						
			MA	LES.			gardeners 57		**	48			
^	lo ans	montina	40 011071	+ hrac	or fraction	f three male	Other gardeners 55	5 0	,,	48			
						of thice male	nstrument attendants 75	50°	,,	52	**		
wor	kers receivin	ig not re	ess than o	os. per	WEEK.		aboratory attendants 75	5 0	**	52	,,		
							aundrymen in charge 60	0 (**	48	,,		
				ALES.			Other laundrymen 58	5 0	**	48	**		
0	ne female ar	prentic	e to ever	y thre	e or fraction of	of three female	leter ambulance drivers 60	0 (33	60			
wor	kers receivin	g not le	ss than 3	4s. 8d.	per week.		lortuary-men engaged on post-		• • •				
		_			•		mortem work 78	0 ز	.,	5 2			
			Imp	rovers.			light porters where there is only						
			•				one employed 5	7 6	,,	60	**		
				LES.			Other night porters 57		"	52			
О	ne male imp	rover to	every to	en or f	raction of ten	male workers	storemen in charge of one or more	•	"		,,		
rece	iving not less	s than 5	55s. per w	eek.			-4	2 6	,,	48			
							Vardsmen (i.e., persons who handle		,,		,,		
			FEM	ALES.			and treat patients) 66	6 0		52			
Λ	no fomale ir	nnro vor	to over	w ten	or fraction o	f ten female	All others		>1	52	"		
	kers receiving					1 ten remare			**	02	"		
WOL	kers receiving	g not ic	as cuan o	15, 04.	per week.		Females.				,		
							lerks 37	o p	er week o	01 48	hours		
							looks in charge of-						
							One to three kitchen employees 45		**	52	**		
							Four or more kitchen employees 47		,,	52	.,		
							Other cooks 40		,,	52			
							Housekeepers 48	5 0	"	52	,.		
						•	Head laundresses in charge of—						
							One to three persons 45		**	48	,		
							Four or more persons 47		1)	48	**		
							aundry hands 34	8	,,	43	**		
							camstresses who cut out and						
							fit garments 45	0	,,	48	**		
							ther Seamstresses 34	8	"	18	>>		
							Il others		••	59			

All others

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

(79.) HOSPITAL ATTENDANTS-continued.

(3) ALLOWANCES.—Persons handling patients suffering from venereal diseases or patients qualified for admission to infectious diseases hospitals, or handling elothes (not previously disinfected) that are used or worn by such patients, shall be paid 5s. per week in addition to the rates provided in Clause 2.

-For work done in excess of the maximum number of hours fixed as a week's work—time and a tenth

(5) Special Rates.—Time and a half shall be the rate for all work done on New Year's Day, Foundation Day (20th 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.

(8) HOTEL EMPLOYEES.*

(Determination of the Court of Industrial Appeals.)

(Determination of the Court of Industrial Appeals.)

Note.—This determination applies to the Ioliowing 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 Sand.ingham; and boroughs of Eaglebawk, 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 a restaurant, coffee pulace, hotel, eating house, fish shop, or oyster shop, or any premises for which a colonial wine licence or hilliard-table licence is in force, or which are occupied as a club."

Notes.—On the 6th day of June, 1911, the Board's powers were extended to include persons employed in a boarding-house (with accommodation for twenty or more boarders). (An Order in Council has since been passed (on 11.9.18) so as to include boarding-houses with accommodation for seven or more boarders.)

On the 27th day of July, 1914, the Board was degrived of the power to determine the lowest prices or rates which may

On the 27th day of July, 1914, the Board was deprived of the power to determine the lowest prices or rates which may

On the 27th day of July, 1914, the Board was deprived of the power 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,
and such power was conferred exclusively on the Fish and Poultry Board.

(1) That on the 1st day of June, 1917, the Determination of the Hotel Employees Board dated the 5th day of February, 1917,

and provious Determinations, shall be revoke I and replaced by this Determination.

(2)		Apprent	lees or I	mprover	B				Number (in any place).
During-	months'	oxporience			Per w	d. 0 0 0 6 0 0	Feme Per we 56 he	d.	APPRENTICES. Males or Females. One apprentice to every three or fraction of three workers receiving not less than the minimum wage. IMPROVERS. Males or Females. One improver to every four or fraction of four workers receiving not less than the minimum wage.
4th y	ear's	**	<u></u>	• • • • • • • • • • • • • • • • • • • •	40		40	-	The transfer and the same and t

											ige without Board odging.
	t .		Other E	mplayees.						Males. Per week of 58 hours.	Females. Per week of 56 hours.
										s. d.	a. d.
Steward (residential		• •	• • •	••	• •	• •	••	• •	••	90 0	••
Steward (non-residen		e								70 0	
With three or m		• •	• •	• •	••	••	•• •	• •	••	59 Û	· · ·
With less than t	uree employees		• •	• •	• •	••	• •	• •	• •	59 0 59 0	· · ·
Barman		• •		• •	• •	• •	• •	•	•••		••
Billiard marker in ch		r more	ra Dies	• •	• •	••	• •	• •	••	50 0	•••
Other hilliard-marke		• •	• •	• •	• •	• •	.:	• •	• •	45 0	••
Commissionaire or m	essenger	• •	• •	• •	• •	• •	• •	• •	••	49 0	b ••
Night porter .		••		• •		• •	• •	• •	••	46 6	•••
Day porter .	• ••	• •	••	• •		• •		• •	••	44 0	
Head waiter .		• •		• •				• •		56 0	
Other waiters .		• •	• •	• •	• •					48 0	
Pantryman or kitche	nman									44 0	l'
Oystermán .										56 0	. .
Stereman or cellarma										59 0	
Housekeeper, stewar				•••			• • •	• • •	- ::	••	50 0
Barmaid				•••		•••		•••	- ::	•••	44 0
Laundress			• • • • • • • • • • • • • • • • • • • •	• • •	• • • • • • • • • • • • • • • • • • • •	• • •	•••	• • • • • • • • • • • • • • • • • • • •	- ::	•••	40 0
Housemaid .		•••	• • •	• • •	••	•••			- ::	••	32 0
Hoad waitress .					• •	• •	••	• •			35 0
Other waitress or cou		••	••	• •	• •	• •	• •	• •	- • •	• •	1 32 0
Pantrymaid or kitch		••	• •	• •	• •	• •	••	••	• • •	• •	31 0
		••	-11:-	. 4 h . 1.44 a1	· · · ·	••	• •	••	- • •	••	31 0
First cook where the		sons em	thioyea in	the kite	nen is—					E0 0	53 0
Eight or more .			• ••	• •	• •	• •	••	• •		79 0	
Five, six, or seve		• •	• •	• •	• •	• •	• • •		• • •	68 0	46 6
Three or four .	• • •	• •	• •	• •	• •	• •	•• '	• •	• • •	62 0	43 0
Other first cooks .	• ••	• •				• •	• •	• •		59 0	41 0
Second cook where t	he number of p	ersons (employed	in the ki	tehen is—						
Eight or more.		• •			• •		• •			62 0	43 0
Five, six, or seve	en	• •	• •							60 0	41 6
Other second cooks	• •		• •							57 0	40
Larder cook .										57 0	40
Pastrycook .										59 0	41 0
Stove, grill, fish, brea	kfast, or third						oved in th	e kitchen		57 0	40 0
Other stove, grill, fis					, personia	···				54 0	39 0
Vegetable or assistan		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,								50 0	39 0
Persons not otherwis		••	• •	••	••	••	••	••		39 0	32 0
T OTSOLIS HOS OVEROLAND	o provided 101	• •	• •	• •	••	• •	••	••	•••	38 V	
											Per week of 20
Midday waitress (em	nlamad anlas bas		1.40	1.0							15 0

^{*} Except in the case of an apprentice, an improver, a midday waitress, or a casual employee the minimum wage shall be where the employer-

(a) Boards the employee, 10s. per week less than the rate fixed without board and lodging; or
 (b) Boards and lodges the employee, 14s. per week less.

^{*} There are Commonwealth agreements in sections of this occupation.

(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--

2s. per hour ls. 6d. per hour with a minimum of 5s. per day. Males Females

(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."

1			WAGES.	WAGES.
			Per week of 48 hours.	Per week of 48 hours.
Chamber hands i.e., all persons			16 years, 20s.	16 years, 21s.
employed for more than 121			17 years, 25s.	17 years, 25s.
percent. of their working time			18 years, 30s.	18 years, 32s. 6d.
in tallying, delivering, receiv-			19 years, 35s.	19 years, 38s. 6d.
ing, bagging, storing, or put-			20 years, 40s.	20 years, 44s.
ting meat, rabbits, butter, or				
other goods in a freezing cham-			Dronoussess the same textures	December (in any factors of
ber, chipping snow from pipes,			Proportion (in any factory or	PROPORTION (in any factory or
or conveying snow out of or	00-	48	place).	place).
Foremen	66s.	48	One appropries to aware three or	0
	848.	48	One apprentice to every three or	One improver to every ten per
Ice-pullers	60s.	48	fraction of three workers employed	sons or fraction of ten persons em-
N-!lana	60s.	48	and receiving not less than 54s. per week of 48 hours.	ployed and receiving not less than
	56s.	40	week of 46 hours.	54s. per week of 48 hours.
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	C	
Skinners	60 a.	48		
All others	548.	48		

Times of Beginning and Ending Work for all Persons Other than Foremen or Ice-pullers or Ice-stagres.

Time of Beginning. Time of Ending. 7 a.m. 12 noon on Saturdays. 6 p.m. on each of the other five days in the week. 7 a.m.

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

(b) Any person within the hours fixed as the times of beginning and ending work Time and a third. in excess of 48 hours in any week ..

..

SUNDAYS AND HOLIDAYS .- Special rate for all work done on-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)

Boxing Day, New Year's Day, 26th January (Foundation Day), and Easter

(All others time and a nait;

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 Sandring-ham; the boroughs of Castlemaine, Faglehawk 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 busitess 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."

(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.

	0	٠
	٠,	1
٦	-	,

	Appr	entices or	Improvers					0	ther Empl	oyees.					
		WAGE	19.						WAG	ES.					
					Per we 48 ho		Pipe Moulders makin			Steam a Vertically.		aulic P			a a ek af
lat year					11	d. 6							41	8 bo	urs.
2nd ,,	• •	• •	• •	• •	16	6	Bank pipe moulders-	_					L	8.	•
3rd ,,	• •	• •	••	• •	22 27	6	5 and 6 inch, heads		• •	• •			4	3	0
5th ,,	••	••	••	• • • • • • • • • • • • • • • • • • • •	33	o l	5 and 6 iach, footn		• •	• •	• •	• •	_	14	0
6th ,,		• •			41	6	4 inch and under, h		• •	• •	• •	• •		17	0
7th ,,	• •	• •	• •	• •	53	0	4 inch and under, f Vertical pipe moulder		••	••	• •	• •	3.	11	U
							Rammers, coremake		s, or cast	ers			3	8	0
							Dressers of pipes						3	6	0
	PROPORTI	ons (in	ANY PLA	CE).			Furnacemen		••	• • • • • • • • • • • • • • • • • • • •			3	9	0
		•					Furnacemen'a assista								
		Apprentic	ces.				ladlea, charging, mi	xing dau	bing, and	breaking	pig iro	n)	3	6	0
workers re	prentice to occiving no						Persons em	ployed in	making i	Pipes by	Machines	ry.			
hours.							Coremakers-		•						
		Improves	78.				5 and 6 inch, fauce		••	'	• •	• •	4	3	0
		2					5 and 6 inch, apigot	·	••	• •		• •		14	0
	prover to						4 inch and under, f			• •	••			17	0
workers re	ceiving not	less than	∪3s, per v	veek of	48 ho	urs.	4 inch and under, a Finishers and Casters-		••	• •	••	••	3	11	U
An Indo			hin man a		د	F41	5 and 6 inch						4	3	0
October, l	enture of ap 1911.	premucea	mp was a	pprove	on on	oth	4 inch and under				••	••	3	17	Ō
							Transmani	ding and	Cast Ma	lleable Iro	nmouldi	na			
							Moulders and coremal (a) Engines, m (b) Baths, (c) Connexions (except those made	kers maki achinery, over 6 in	ing all ca or power ichea in c	stinga use r plants, liameter	d for—				
							moulding machines	, or thos	e used o						
							dairying implement					• •	4	3	0
							Moulders and coremal Moulders and corema or dairying imple	kera mak	ing all c	astinga fo	or agricu		4	3	0
							by means of the p	late proc	esa or wit	h mouldi	ng mach	ines)	3	17	0
							Mouldera and coremai plate process or v				шеаца	or the	3	11	0
	1						Moulders and coremai				ng	• • • • • • • • • • • • • • • • • • • •		17	ŏ
							Irondressers	• •				••	3	6	Ō
					•		Furnacemen	:	• • •	**	: .		3	9	0
						1	Furnacemen's assistar	it (i.e., a	ny perso	n aagistir	ig in da	ubing	3	6	0
							ladles, charging, r Annealers of malleable	nixing da a iron das	uning, ar itinga	id breakii	ig þig ire	ou)	3	-	6
										••	••	• •	•	_	•
						l	·	S	teel Moul	ding.					
							Dressers		• •	• •	• •		3	7	6
							Crucible furnacemen						4	1	0
							Assistant crucible furn			,	••		3	9	0
							Converter furnacemen						_	15	0
						l I	Assistant converter fur Annealers	nacemen			_	apois)	3	9	6
							- Little Group Co.	••	••	**	• •	• •	,0	*	•
						- 1			Labourer	8. "					
							Labourers (steel moule	ding)					3	4	6
						- 1	All other labourers	Z-118/	••	• •	• •	• •	-	3	Õ

⁽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 (26th 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 ampleyer 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 ean earn not less than the wages that are fixed by the Board for such work.

(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 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,)

nas 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.	Impr	overs.		Other Employe	9 08.		
Wages.	WAG	DES.			Wages.		,
MALES OR FEMALES. Per week of 48 hours.		Per	week of 48 t	ours.		Per week o	48 hour
Day shift.		Males. Day shift.	Males. Night shift.	Females. Day shift.		Day shift.	Night shift.
1st year's experience 7s. 6d. 2nd year's experience 10s. 0d. 3rd year's experience 12s. 6d.	Under 16 years of age	15s.		14s.	Males	61a.	67s.
4th year's experience 15s, 0d. 5th year's experience 17s, 0d. PROPORTION (within any	16 years of age	00 01	20s. 23s. 27s. 6d. 37a. 6d.	28a.	Females engaged in atirring jam, sauce, or pulp, pour- ing out or filling jam by hand or machine, pouring		
place). MALES. One male apprentice to every three or fraction of	20 years of age		49s. ny place).	28a.	out pulp by hand, lilting jam, fruit, sauce, sugar, or vægetables weighing over 25 lbs., washing bags, or working at a	22- 21	
three male workers receiv- ing not less than 61s, per week of 48 hours.	Two male improvers to e not less than 61s, per week	each male		eceiving	fruit press All other females	33s. 6d. 28s.	••
FEMALES. One female apprentice to every three or fraction of three female workers receiv-	Female Two female improvers ceiving not less than 28s. p	to each f					
ing 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.		Tims of Ending.
Saturday, or the day on On the other working d		liday is ol	served i	n the loca	ality	7.15 a.m. 7.15 a.m.	••	••	1 p.m. 5.45 p m
								Nigh	t Shift.
Monday to Thuraday	••	 ••	••	• •	• •	8 p.m. 8 p.m.	••	••	6 a.m. on the following day 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 doable 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 nondays, 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.

T. TER

(84.) JEWELLERS.

Note.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Snops 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. Apprentices. Male. Female.	WAGES PER WEER OF 48 HOURS. FEMALES.	WAGES PER WEEK OF 48 HOUBS. MALES.
lat year's experience s d s. d. 2nd 15 0 12 6 3rd 20 0 17 6 4th 25 0 22 6 5th 32 6 27 6 6th 42 6 32 6	 (a) (1) Engaged on gold work at sandblasting, pinning-up, acratch-brushing, washing-out. assisting gilder, or wax-filling; (2) Assisting in making any silver or base metal articles: 	Bracelet and hangle maker, jowellery setter, boltring makers, lapper, mounter, ring maker (other than band, buckle, signet, keeper, or wedding rings), silversmith, stamper, swivel maker, tool maker, diamond mounter, or enameller 70 0 Chain maker, gilder, melter, polisher, repairer, colourer, wire twister, tube
IMPROVEES. ' Male. Female. s. d. s. d. lst year's experience . 10 0 7 6	(3) Filling-in or polishing any enamel work— s. d.	drawer, pressworker, or maker of hand, buckle, signet, keeper, or wedding ringa 63 0 Plate roller, or wire roller and drawer,
2nd ,, ,, 20 0 12 6 3rd ,, ,, 25 0 17 6 4th ,, ,, 30 0 22 6 5th ,, ,, 37 6 27 6	lat year 10 0 2nd ,, 15 0 3rd ,, 20 0 4th ,, 25 0	without previous experience— During the 1st six months' experience 50 0
PROPORTION (IN ANY PLACE). Apprentices. 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. 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. 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.	(b) Engaged in press working— s. d. lat year 12 6 2nd " 27 6 3rd " 27 6 5th " 37 6	FEMALES. Maker of the following classes of chain— Up to 5 dwt. to the foot, 18 or 15 carat (solid)

⁽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.

(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."

⁽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 Preclamation 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—continued. MALES. Cotton's patent machine operators Finishing machine operators Ironers X.L. knitters— In charge of 4 machines 5	758.									
X.L. knitters— In charge of 4 machines	578.	48 48	WA	GES PER	Male Weei		48 H	ours.		Males. Waqes.
In charge of 4 machines	578.	48		1	Cor	nmeno	ing Ag			iì
	578.	48				.,,,,,,,,,,,	ang As			•
,, 0 ,,	63s.	48	Experience.	15 years						
Scourers (head)		48		or under.	16	17	18	19	20	
Scourers (nead)	60s. 54s.	48 48								'
Steam pressers—	015.	10		s. d.	s. d.	s. d	. s. d	. s. d	l. s. d.	Same as apprentices.
lst six months' experience		48	lst year		15 0			6 20		1
2nd ,, ,, 2nd year's experience	558.	48	2nd year		18 0) 22 () 30 (6	
Thereafter	60s. 70s.	48 48	3rd year 4th year			32				
Stock cutters	65s.	48	5th year	30 0				::	:: '	()
All others	52s.	48	6th year	40 0				1		
			and theres	fter the	minim	um w	age.			J
• FEMALES.										
Button holers	28s. 6d.	48								
Button sewers	27s. 6d.	48		PROPORTI	on (in	any	factor	у).		Proportion (in any
Cotton's patent machine operators	37s. 6d.	48	One an	prentice	to eve	e v th	ree or	fract	ion of	factory).
Coverers	27s. 6d.	48	three mal							One improver to each
Dampers working in press room Double stitchers	27s. 6d. 28s. 6d.	48 48	per week							male worker receiving not
Eyelet holers	27s. 6d.	48	_							less than 52s. per week of
Examiners	00 01	48								48 hours.
Fellers	27s. 6d.	48			FEMAL	179				FEMALES.
Folders	28s. 6d.	48			T. MILLEY	J. 10.50				A AMERICAN SE
Hemmers	27s. 6d.	48	W	OES PER	WEEL	K OF	48 H	OURS.		Wages.
1st six months' experience	20s.	48								
2nd " "	258.	48	٩	1	Co	mmen	cing A	78.		1
2nd year's experience	30s.	48	×							1
Thereafter	358.	48	Experience.	16 year						: [
8½ lbs. weight	28s. 6d.	48		or uude	17		18	19	20	
Persons using irons exceeding 81 lbs.				-	1	_				Same as apprentices.
weight	458.	48	. 1st year	10s.	12s	1	5s.	18s.	20s.	Same as approunces.
X.L. knitters— In charge of 3 machines	32s. 6d.	48	2nd year	148.	16s.		9s.	22s		
in charge of 3 machines	358. Ou.	48	3rd year	18s.	20s.		3s.		••	
" 5 "	408.	48	4th year	228.	248.		••	••	· • •	
,, 6 ,,	458.	48	and theres	ifter the	minim	um w	age.			1
Knitters using hand circular machines		40			•					,
for socks or stockings Knitters using hand-flat machines	25s. 27s 6d.	48								
Knitters not already provided for	30s.	48							-	
Linkers	30s.	48]	PROPORTI	on (in	any	factor	y).		. Proportion (in any
Menders	308.	48				.,				factory.)
Mounters— 1st six months' experience	20s	48	One ap	prentice						Two improvem to seek
2nd ,, ,,	208 258.	48	per week			rving	HOL 16	98 tus	u 406.	Two improvers to each female worker receiving
Thereafter	30s.	48	F							not less than 25s. per week
Overlockers	28s. 6d.	48								of 48 hours.
Pcg Press Operators—	20- 03	40								
1st six months' experience 2nd	32s. 6d. 35s.	48 48								
2nd year's ,,	408.	48								
Thereafter	458.	48							}	
Seamers	28s 6d.	48								•
Stock cutters Winders	308.	48 48							1	
All others	27s. 6d. 25s.	48							ļ	

Time of Beginning.

Time of Ending.

Time of Beginning (7.30 a.m. and Endino Work (7.30 a.m.

12.30 p.m. on Saturdays, and

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

OVERTIME.—The following rate shall be paid for all work done:-

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

Special Rates for Public Holloays.—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.

(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, Geeleng, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geeleng 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 portunanteaux, 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, valies, 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.

Apprentices or Im	provers.	Juvenije Female Workers.	Other Employees.
	WAGES. Per week of 48 hours.		Wages.
	Males. Females.		Perweekof 48 hours.
let year { 1st 6 months 2nd ,, 3rd ,, 4th ,, 5th ,, PROFORTION (IN AN Apprentice: One male apprentice to the male workers, and thereafte to every additional two adu not less than 66s, per week of two female apprentice to every female apprentice to every female improver to every female improver to every female improver to every female improver to female	es first one or two for one apprentice it males receiving of 48 hours. ery two or fraction ving not less than cevery three male han 66s, per week every three or kers receiving not hours. iceship prescribed	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: WAGES. Per week of 48 hours. s. d. 1st year { 1st 6 months 7 6 2nd , 10 0 2nd , 12 0 3rd , 14 0 4th , 16 0	

Time of Beginning.

Time of Ending.

- 1. p.m. on the day on which the half-holiday is observed. (3) Time of Beoinning (7.30 s.m. AND ENDING WORK \ 7.30 a.m. 6.30 p.m. on the other working days of the 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 Warrambool; the towns of Ballarat East and Sand ingham; 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 OR FEMALES. Lift attendants who are employed in lifts in hotels, Per week of clubs, coffee palaces, restaurants, or hespitals All other male lift attendants 48 hours. 51s. 4d. per week of 56 hours 30s. lst vear 48 ,, 539. 2nd year 358. 40s. 3rd year FEMÁLES. NUMBER (by any omployer). All female lift attendants 40s. per week of 48 hours 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.

Summary of V	VACES AND CO	NDITU	ons Fixed	BY WAG	es B	OARDS,	ETC.—conti	rued.		
(87.) L1FT—continued.	Тіме	OR BEG	INNINO AFI	ENDING V	Work					
Time of beginning—	21311	OF DEC			Time	of ending				
8 a.m				he day on v he other da			aoliday is obs	erved locally	r	
(4)			OVERTIM		•					
The following rates shall							101 .			
For all work done wit										
excess of the max For all work done out								nd a quarte	r.	
(5)			AND PUBLI	0 0			_ ,			
Lift attendants employed in h	otels, clubs, cof	ee pala	ccs, restaura	nts, or hosp	oitals	shall be p	aid at the ra	te of time a	nd a l	half for
vork done on Good Friday, Easter M nd all other lift attendants shall be	londay, New Yo	e for we	ly, Eight Ho	ours Day, K Sundays G	ing's	Birthday	d Christmas	Day, and	Boxing	Day;
or work done on 26th January, East	er Monday, Eig	ht Hou	rs Day, Kin	g's Birthday	, Box	ing Day,	and New Yes	ır's Day, bu	t if an	y other
ay be by Act of Parliament or Proc	lamation substi	tuted fo	or any of the	ie above-na	med	holidays,	the special ra	te rhall be	payab	le only
or the day so substituted.										
		Hours					1			
Board.	Minimum Wage.	Work		Apprentic	es.		1	Improvers.		
		per Week.								
										
(88.) LIVERY-STABLE.*										
Present Determination in force from 1.8.14.)										
This Board was appointed to '						paid to	any person e	mployed -		
(a) driving horse						on oak he		,,		
(b) in the busine	ss of a fiverysta	DIO Kee	per or m a s	WAGES.	caus	or can no	press are Kebr			
				WAGES.		r week of		WAGES.		week of
	10.01				6	5 hours.			65	hours.
dults	46s. 6d.	65	lst year 2nd year	• •	• •	10s. 20s.	1st year 2nd year	••	• •	30s. 35s.
tion 141, Sub-section 4, Act 2650)	ls. per hour		3rd year	••	•••	30s.	3rd year	••	• •	40s.
Persons under 21 years of age (not				D				n .		
being apprentices or improvers) engaged solely in driving com-				Proportio	N.	,		Proportion	•	
mercial travellers' buggies-			One app	rentice to o	very (hree or	One impr	over to ev	ery t	hree or
17 years of age and under	15s.	48		three work			fraction of			
Over 17 years of age	31s	48	hours.	ın 46s. 6d. p	er we	ek of 05	not less than	1 408. Ud. p	or wee	k of 65
Time of Begins		,		lims of Endi			.,			
Time of Beginning 6.30 a.m. And Ending Work 6.30 a.m.		• •		p.m. on Sur Inight on th		er dava o	f the week.			
OVERTIME.—All work done out	side the hours f	xed as	the times of	begiuning	and e	nding wo	rk shall be pa	id for at the	e rate	of time
nd a half.		hin the	house angel	Bad on the t	im	of bosium	:			
All work done in any week by umber of hours fixed for a week's w	any person wit ork shall be pai	d for st	the rate of	time and a	half	or negunn	mg and endir	ng work in	xcess	of the
Public Holidays.—All work	done on Good F	riday ar	nd Christma	Day shall	be pai	d for at t	he rate of ti	me and a q	uarter	, but i
ny other day be by Act of Parliames ayable for work done on the day so	at or Proclamat	ion sub	stituted for	any of the	above	-named h	olidays, the	pecial rate	shall	ouly be
ayanto for work dode on the day so	• The	re is a Co	mmonwealth a	ward in this t	rade.					
	1	1	1				1			
(89.) MALT.†							1			
(Present Determination in force from 6.3.11.)										
This Board was appointed to "	determine the	lowest	prices of ra	tes which	ınay b	e paid to	any person	or persons	or cla	asses o
ersons employed in the process, trad	e, or business of	a malt	ster."				,			
ersons engaged in turning floors, loading or unloading kilns, or				WAGES.				WAGES.		
putting in or emptying steeps or						er week of 48 hours.				
screening malt or barley	54s.	48	Under the	age of 17 w						
ersons engaged in any kind of work done in a malt house, with				age of 17 ye d under 18 y						
the exception of the turning of			Over 18 and	d under 19	years	30s.	Same as a	pprentices		
floor or loading or unloading	,			d under 20			Same as a	pprenuce.		
kilns, or putting in or emptying steeps or screening malt or	1			d under 21 fter the mi			l j			
harley:-										
Males from 14 to 16 years of age				on (in the p				N (in the pr		
(other than apprentices or improvers)	15s.	48	01. 01	isiness of a	marce	iter.)	or bus	iness of a m	aitster	.).
Males from 16 to 18 (other than	200			rentice to				over to ever		
apprentices or improvers) Males from 18 to 19 (other than	20s.	48		fraction of not less t				of five pers		
apprentices or improvers)	25s.	48	week of 48		V11(011	ora, per	hours.	han 54s. pe	r wee	K OI 46
Males from 19 to 21 (other than	20-	40								
apprentices or improvers) Males over 21 years of age (other	30s.	48								
than apprentices or improvers)	54s.	48						,		
Overtime.—Any male employ	ee over the age	of 16 y	ears who w	orks any ti	ine in	excess o	f 48 hours sh	all be paid	for su	ch extra
ime at the rate of time and a half. Sunday.—The wage payable to	any person for	work d	lone on Sun	day hetwee	n 7 a	m, and 5	p.m. shall he	as follows	viz ·-	
For the first five ho	urs worked		***		, 100	***	Ordinar	y rates.		
After the first five h		 o dono :	 on Sunday	for any kin			Double	rates.		
Where loading or u									ll he	naid a

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.

NIOHT-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.

Board.	Minimum Wage.	Hoars of Work per Week.	Appreatices.	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 by 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 tailow.

					1	1		1
			,			WAGES.	Per week of 48 hours.	WAGES.
Carcass skinner	1	• •		57a.	48	Under 16 years of age	20a.	
Tallowmen	••	••	••	60a.	48	16 years of age and under 17 years of age	25a.	Same as apprentices.
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 e	employer).	Proportion (by any employer).
				, •		One apprentice to ever fraction of three werl ing not less than 54s.	kere receiv-	One improver to every four workers receiving not less than 54s. per week of 48 hours
			,		1	1		1

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.

SFECIAL 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 artifical manure."

On 25th May, 1914, the power to fix rates for any person or persons or classes of persons amployed in the process trade.

On 25th May, 1914, the power	to fix rates for	rany	person or persons or classes of person	ns employed in the process, trade, or
	e from animal	matter	was taken from the Artificial Manure	Board and such power was conferred
in the Animal Manure Board.				
All items printed in ita	lice are Mr. Ju	istice 1	Hodges' findings in Court	1
			on 29th day of September,	
1913.		10100	a som day or sopromoti,	
Men while engaged in cleaning flues or burner pipes, or while engaged clean-				
ing out from the inside acid tanks, acid chambers, roaster floors, or from				
the inside unpacking towers or any				
other receptacle for acid	1s. 6d. per			
4	hour		WAGES.	WAQES.
Men while engaged, from the outside,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1	Per week of	
in cleaning out acid tanks, acid		1	48 hours.	
chambers, roaster floors, or from out-	1	1	s. d.	
side unpacking towers or any other			Under 16 years 20 0	1
receptacle for acid	1s. 4d. per	1	16 and under 17 years 25 0	Same as apprentices.
1000pressing jor acrea	hour		17 and under 19 years 32 6	The state of the s
Roaster attendants-			19 and under 21 years 38 S	1
(1) Where residue is handled by			, , , , , , , , , , , , , , , , , , , ,	
manual lahoun	548.	48	1	
(2) Where residue is handled	0 10.	10		
mechanicalle	51a.	48		
Men emptying dens, pits, and other	1 224	10	PROPORTION (in any factory or	PROPORTION (in any factory or
such receptacles containing super-			place).	place).
phosphate-	-~		0	0 4 4
(1) By manual labour	57a.	48	One apprentice to every three	One improver to every four
(2) Mechanically	518.	48	or fraction of three workers	persons receiving not less than 48s.
Elevator feeders	51a.	48	receiving not less than the mini-	per week.
Weighing and bagging machine attend-	40		mum wage.	
ants, and men sewing filled bags	48.	48		
Labourers in superphosphale works	48.	48		

Board.	Minimum Wage.	of Work per Week.	Apprentices.	Improvers.
(91.) MANURE (ARTIFICIAL)* —continued.				
Tasual employees, now defined by Section 141, Sub-section 4, Act 2650	1s. 4d. per		3	·
Burner men, chamber men, men mixing special manures by hand, men mixing acid and phosphate			•	
rock, men digging under phos- phate with a view to bringing it down in mass, or blasting super- phosphate. Men attending nitric acid retorts, men attending pyrites crusher	61s.	48		
Men not otherwise provided for	488.	48		

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 Bottlewasher, i.e., an employee who shots, brushes, rinses, or crates bottles General hand	60s. 54s. 50s.	48 48 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. Proportion (by any employer). One apprentice to every three orfraction 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

(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 abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

(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 lat,

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.
Margarine maker	70s.	48	Per week of 48 hours. 16 years of age . 12s. 6d. 17 , 15s. 0d. 18 , 30s. 0d. 19 , 35s. 0d. 20 , 42s. 6d.	Same as apprentices.
All other adults	56s.	48	Proportion (in any factory or	Proportion (in any factory or
JUVENILE WORKERS.	1		place).	place).
Persons under 21 years of age (othe improvers) employed at labelling, bridges or tops on tins— Under 17 years of age 17 18 ,,			One apprentice to three or frac- tion 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.

Time of Beginning.

Time of Ending.

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

OVERTIME.—That the following rates shall be paid for over-time:—

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.

in excess of 48 hours

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 beroughs 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.

(94.) MEN'S CLOTHING-continued.

(2)

	App	rentices o	r Improve	rs.			Juvenile Workers, i.e.,	Other Employees.		
	Wage	es per Wee	k of 48 H	ours.			Persons under 21 years of age (other than Apprentices or Improvers) employed in Parcels	Wages per Week of 48 Hours.		
			Comme	ncing Age.	,		Office or as Parcel Boys or Helpers.	Manager (other than depart-	8.	. d.
Experience.	15 years or under.	16 years	17 years.	18 years.	19 years.	20 years.	Wages per Week of 48 Hours.	mental manager), i.e., a p rson intrusted with the control or superintendence of a branch shop, notwithstanding he may		
1st 6 months 2nd 6 months 2nd 6 months 2nd 6 months 2nd 6 months 2nd 6 months 2nd 6 months ist 6 months 2nd 6 months 2nd 6 months th year ith year	s. d. 11 6 11 6 15 6 15 6 20 0 20 0 26 6 33 0 40 0	s. d. 11 6 11 6 16 6 16 6 24 0 24 0 32 6 40 0	s. d. 15 0 15 0 22 6 22 6 30 0 30 0 40 0	s. d. 20 0 20 0 27 6 27 6 27 6 40 0 40 0	30 0 30 0 30 0 50 0 .	8. d. 25 0 32 6 40 0 45 0 50 0 57 6	s. d. 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	be under the orders of a superior who does not devote his whole time to the management of the said branch shop Departmental manager, i.e., 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 management of such Department Pattern-men, assemblers, or salesmen— 21 years of age	80	0
Pr	oportio	n (in an Appren		r Place).	<u></u>	 ,		22 years of age 23 to 59 years of age 60 years of age or over Travellers, who are in any way connected with the sale of	60 75 60	(
One apprentice to not less than 50s. p	er week	hree or f of 48 ho	raction o ura.	f three w	orkers re	eeiving		goods Collectors who, in addition to their duties of collecting, are in any way connected with	75	. (
One improver to e 18 hours.	each pers	IMPRO		less t h an	75s. per	week of	•	the sale of goods Foreman packer or storeman, i.e., 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 Packers or storemen Helpers employed— Between 7.30 a.m. and 11 p.m. Between 11 p.m. and 7.30 a.m.	70 62 60 76	. (

(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 Preclamation 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 Aets; 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, 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)

	 	Aj	Other Employees.					
	WAGES.		Per we	olr of	Proportion in any Factory or Place.	Waqes.	D	
			48 he				Per w	
			8.	d.			8.	d.
lst year	 		15	0	One apprentice and one improver to every	Head sorter (i.e., a man who takes		
2nd ,	 		17	6	three or fraction of three workers receiving	charge of a bench and who does		
3rd ,	 		22	6	not less than 68s. 6d. per week of 48 hours,	the principal parts or the whole		
4th ,,	 		30	0	or full piece-work prices.	of the sorting)	80	0
5th ,,	 		40	0	1	All others	68	_

Board.	Miaimam Wage.	Hours of Work per Week.	Approatices.	Improvers.
(95.) MILLET BROOM—continued.				3

- (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 picce-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 wheresoever employed in the business or occupation (other than fireman, boiler attendant, or engine-drivers) of mining for

coal.				
		1	WAGES.	WAGES.
Shaft-sinkers (in dry shafts) , (in wet shafts)	66s. 66s. 63s.	48 36 48	Per week of 48 hours. 1st year's experience 15s.	When employed below the surface— Per week of 48 hours.
Second men on machines	ŏ8s.	48	2nd year's experience 20s.	17 years of age, but under
Miners	60s.	48	3rd year's experience 25s.	18 years of age 30s.
Miners working in wet places, i.e.,			4th year's experience 30s.	18 years of age, but under
where a miner is standing or lying		l	5th year's experience 35s.	19 years of age 35s.
in water, or when water drips on	•		6th year's experience 40s.	19 years of age, but under
him in sufficient quantities to be			, ,	20 years of age 40s.
detrimental to him in his work	65s.	48	,	20 years of age, but under
Pit-bottomers	490.	48		21 years of age 45s.
Set-ridors	49a.	48		2.300.01.02
Clippers (underground)	49a.	48		When employed on the surface-
Pumpers	46a.	48		14 years of age, but under
Water balers	43a.	48		15 years of age 18s.
Wheelers	50s.	48		15 years of age, but under
Roadmen	55a.	48		16 years of age 20s.
Brushers	60s.	48		16 years of age, but under
Timbermen and Repairers	60s.	48	·	17 years of age 25a.
Furnace-men	46a.	48		17 years of age, but under
Stone-drive-men	60s.	48	i	18 years of age 28s.
Winch-drivers	496.	48		18 years of age, but under
Labourers (underground)	49s.	48		19 years of age 33s.
Shovellers	48s.	48	,	19 years of age, but under
Fillers working with coal getters	60s.	48	`	20 years of age 38s.
Fillers not working with cosl getters	48s.	48		20 years of age, but under
Bracemen	50a.	48		21 years of age 43s.
Screen hands	46a.	48		3
Shunters	44s.	48		
Tippers	44s.	48		
Labourers (surface)	45s.	48	Proportion (within any place).	PROPORTION (within any place).
Blacksmiths	60s.	48		the Carrent and Franch
Blacksmiths' strikers	45s.	48	One apprentice to every three or	One improver to every three or
Weighmen	50a.	48	fraction of three workers engaged,	fraction of three workers engaged,
Clippers (surface)	448.	48	and receiving not less than 43s.	and receiving not less than 43s.
Carpenters	60s.	48	per week of 48 hours	per week of 48 hours.
Skip-repairers	51s. '	48		A

-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,

Ei ht Hours Day, or such other day as may by authority of Act of Parliament or proclamation be observed as a Christmas Day, public holiday in lieu thereof Boxing Day,

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.

		Wa	ges.		
*	Board.	Mining District of Gippsland, and the Dry Creek, Gafney's Creek, Wood's Point, Big River, Jamieson, Mitta, Mitta, Bethanga, Harrietville, and Corryong Divisions of the Mining District of Beechworth.	All other parts of Victoris.	Apprentiess.	Improvers
(Present	(97.) MINERS (GOLD).* Determination in force from 3.1.16.)			•	

This Board was appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business or occupation (other than fireman, boiler attendant, or engine-drivers) of mining for gold."

		Per week of 48 hours.	Per week of 48 hours.		
QUARTZ.		0 1		WAGES.	WAGES.
D	}	£ s. d. 2 11 6	£ s. d. 2 8 0		
Battery feeders	• • • •	2 11 6 2 18 0	2 14 0	Per week of	Per week of
Batterymen		3 8 9	3 4 0	48 hours.	48 hours.
TOT 1 1/1 1 1 11		2 15 10	2 12 0	lst year 35s.	lst year 35s.
70 11 1 1		2 18 0	2 14 0	2nd year 40s.	2nd year 40s.
-		2 19 0	2 15 0		
Bracemen?		3 7 9	3 3 0	3rd year 45s.	3rd year 48s.
Carpenters	•••	3 1 0	2 17 0		
Carpenters, rough Drawers	••	3 4 6	3 0 0		
Drawers Drivers—	••	3 4 0	3 0 0	PROPORTION (in any	Proportion (in any
		2 15 0	2 11 0	place).	place).
Horse, underground Horse, at whims or whips		2 15 0	2 11 0	prace).	prace).
Motor, underground	I	2 15 0	2 11 0	One apprentice to every	One improver to every
**** 1		2 19 0	2 15 0	three or fraction of three	six or fraction of six
Lift installers		3 4 6	3 0 0	workers receiving not less	workers receiving not less
Miners putting up rises where th		0 1 0		than 48s. per week of 48	than 48s. per week of 48
more than 40 degrees from the		•		hours.	hours.
sinking shafts or winzes—	de vertical of		•	Louis.	Bours.
Machine labour		3 8 9	3 4 0		1
Hand labour	:: ::	3 6 6	3 2 0	1	
Other miners—					
Machine labour		3 4 6	3 0 0		
Hand labour		3 2 0	2 18 0	1	
Pitmen		3 4 6	3 0 0	ļ	
Platmen		2 19 0	2 15 0	l i	
Retort men		2 18 0	2 14 0		•
Shift bosses	:: ::	3 8 9	3 4 0		
Tailings-dam men		2 15, 0	2 11 0	}	
Timber dressers	:: ::	3 1 0	2 17 0	·.	
Timbermen repairing shafts	:: ::	3 9 10	3 5 0		
Other timber repairers		3 5 6	3 1 0		
Tool sharpeners		3 1 0	2 17 0	1	
All other underground workers		2 15 10	2 12 0		
All others		2 12 8	2 9 0		
CYANIDE.					•
Men in charge of one horse		2 13 9	2 10 0		
Men in charge of two horses		2 14 9	2 11 0		
Men in charge of three horses		2 15 10	2 12 0	1	
Mixers		2 14 9	2 11, 0		
Overseer in charge of one plant		3 4 6	3 0 0	1	
All others		2 12 8	2 9 0		
			•		
DREDGING AND SLUIC	ING.				
Pumphelemen		3 1 0	2 17 0		•
Puntmen on dredge or in charge	of barge and]	•
nozzlemen		3 4 6	3 O C	1	
Winch drivers		2 19 0	2 15 0		
All others		2 14 9	2 11 0		
Pyrites.					
		1		. 1	
Furnacemen		2 14 9	2 11 0		
All others	••	2 12 8	2 0 0		

There are Commonwealth awards for this occupation.

	•			Wage	١.				
Board.		Mini Dist: of Arar	let	ict of Gippel Creek, Gaff d's Point, son, Mitta M	Corryong Divisions of the Min- ing District of Beechworth.	I	other parts of ctoria.	Apprentices.	Improve
(97.) MINERS (GOLD)	-continued.	Per wee		Per week 48 hour			week o		•
ALLUVIAL.		£ s.	d.	£ s.	d.	£	s. d.		
Blacksmiths Bracemen Carpenters Drivers—		3 4 2 15 3 3	0 0 0	3 8 2 19 3 7	9 0 9	3 2 3	4 0 5 0 3 0		
Horse, underground Horse, at whims or whips Motor, underground		 2 II 2 II 2 II	0 0 0	2 14 2 14 2 14	9 9 9	2 1 2 1 2 1	I 0		
Miners, rising or shaft or winz Machine labour Hand labour Other miners—	e sinkers—	 3 9 7	0	3 14 ° 3 12	0	3	9 0 7 0		
Machine labour Hand labour Pitmen Platmen Puddlers		3 5 3 5 3 10 2 15 2 11	0 0 0 0	2 14	6 • 6 9 0 9	3 2 1 2 1	1 0	-	
Puddling machinemen Reef-drivers— Machine labour Hand labour		2 12 3 7 3 7	0 6 6		6		2 0 2 0 0 0		
Rock-drill men	••	3 6 3 10 3 10	0 0	3 9 3 11	0	3	4 0 6 0		
Tailings-dam men Timber cutters	••	2 11 2 19 3 3	0 0 0	3 3 3	9 0 9	2 1 2 1 3	9 0 3 0		
Truckers	••	2 14 2 9	0		0 8	2 1	4 0 9 0		

Any employee, 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 employees, 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 employed-

(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. 6689.—**6**

(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. Per week of 60 hours, 15s, 2nd , ,	Wages, Per week of 60 hours. 1st year's experience 20s. 2nd , , 25s.	•	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination Applies.							
3rd ,, ,, 25s. 4th ,, ,, 30s.	3rd ,, ,, 35s. 4th ,, ,, 40s.		Wages.	Woges.							
Proportion.	Proportion.	Drivers of vehicles having seating	Per week of 60 hours.	Per week of 60 hours.							
One apprentice to every three or fraction of three workers re- eeiving not less than the minimum wage.		accommodation for not more than nine passengers Drivers of vehicles having seating	60s. Per week of 48 hours.	55a. Per week of 48 hours.							
π ω <u>κ</u> υ.	mum wage.	accommodation for more than nine passengers	60s. 55s.	55s. 52s. 6d.							

(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.)

Nore.—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.	Mialmum Wage.	Hours of Work per Week,	Apprentices.	I m pro vera.
(100.) NAILMAKERS.	-		NI	DI
(Present Determination in force from 1.1.17.)			Wages	Wages.

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;

. .

. .

Barh wire tool sharpener or machinist

õth

6th

(b) weaving wire-netting or barbed wire; (c) galvanizing."

57a

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.

Wigne

WAGE

40

48

	or maon	111120	9.18	40		WAGES.	Per '	Week	of			Y	AGES.	Per	weel	of
Galvanizer	• •	• •	66s.	48				hour							B bou	
Nail setter up	• •		60s.	48					- 1							
Nail tool sharpener			63s.	48				4.	d.						8.	d.
Pickler			61s.	48	lst year's exp	orience		10	0	lat.	ear's	ATDE	rience		12	0
Assistant pickler		1	56s.	48	04			15	ŏ	2nd		•			17	6
Dolinhon	• •	• •			. "	"	• •		1		**	, ,	,	• •	23	ň
_	• •	••	54s.	48	3rd	**	• •	20	0	3rd	**	•	•	• •		v
Storeman	• •	• •	56a.	48	4th ,,	**	• •	25	0	4th	**		,	• •	32	6
Swinger		• •	54s.	48	5th ,,	,,		32	6	5th	,,	,	,		40	0
All others			51s.	48	6th ,,	12		42	6	6th	••	,			47	6
Persons under 21 vears	of age (other th	an apprenti	nes or												
Persons under 21 years improvers) employed attending roofing nailshoe nail-heading mapointing machines, assifilling ladles, packing washing, watching nailship in the second seco	in attendence heading chines, isting po	ding nai machine attendin lisher, b asting, s	il-rolling ma es, attending g horseshoe rushing off, o scrubbing, s	chines, horse nail- lrying, orting,	One apprer fraction of the not less than	ree worke	ery th	eivi	ng	fraet not	ion o less t	p rov e	PORTION or to e or work 51s. pe	very	eceiv	ing
improvers) employed attending roofing nailshoe nail-heading mapointing machines, assifiling ladles, packing washing, watching nachines—	in atten- heading chines, isting po , saw-du ail mach	ding nai machine attendin lisher, b asting, s	il-rolling ma- es, attending ig horseshoe rushing off, o scrubbing, s wiring na	chines, horse nail- drying, orting, il ma-	One apprer fraction of the	itiee to ev iree worke	ery th	eivi	ng	tract	ion o less t	p rov e	r to e	very	eceiv	ing
improvers) employed attending roofing nailshoe nail-heading ma pointing machines, assifilling ladles, packing washing, watching na chines— 1st year's experience	in atten- heading chines, isting po , saw-du ail mach	ding nai machine attendin lisher, b asting, s	il-rolling mases, attending mases, attending mases with the second management of the second mana	chines, horse- nail- drying, orting, il ma-	One apprer fraction of the not less than	itiee to ev iree worke	ery th	eivi	ng	fraet not	ion o less t	p rov e	r to e	very	eceiv	ing
improvers) employed attending roofing nail-shoe nail-heading ma pointing machines, assifilling ladles, packing washing, watching na chines— lst year's experience 2nd ""	in atten- heading chines, isting po , saw-du ail mach	ding nat machine attendin lisher, b sting, s ines, or	il-rolling mases, attending by horseshoe rushing off, corrubing, so wiring nating 12s, 17s. 6d.	chines, horse- e nail- drying, orting, il ma-	One apprer fraction of the not less than	itiee to ev iree worke	ery th	eivi	ng	fraet not	ion o less t	p rov e	r to e	very	eceiv	ing
improvers) employed attending roofing nail-shoe nail-heading ma pointing machines, assifilling ladles, packing washing, watching na chines— 1st year's experience	in atten- heading chines, isting po , saw-du ail mach	ding nat machine attendin lisher, b asting, a ines, or	il-rolling mases, attending mases, attending mases with the second management of the second mana	chines, horse- nail- drying, orting, il ma-	One apprer fraction of the not less than hours.	itiee to ev iree worke	ery th	eivi	ng	fraet not	ion o less t	p rov e	r to e	very	eceiv	ing

47s. 6d 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 R VIES.—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 only on the day so substituted.

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

40s.

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 a sixty of the statement of

This Board, which was appointed "to determine the lowest prices or rates which may be paid to any 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.

(3)

		Apprentices	or improv	re rs.		Other Employees.					
		W	AGES.			or week of 72 hours.					
lat year					••	30s.	Night watchman employed—				
2nd year						35a.	On a wharf or on a vessel thereat	•••)			
3rd year	••	••	••	••	••	40a.	As a Block Watchman, i.e., engaged patrolling foot outside, watching a block of buildings or or more buildings with two or more occupiers	two } 72s.			
	Nus	uber (by	any emp	loyer).			At a wheat stack	J			
One appre	ntice and receiving	one impre not less t	over to e han 60s. I	very threer week	e or fra of 72 ho	action of ours.	watching Night watchman not provided for above	66s.			

(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, Bondigo, 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 smployed as Office Cleaner in any huilding 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 Improve	ers.		Other Employees.					
lst year 2nd ,, 3rd ,,	d ,, 22a. 6d.				Wages. Males. Cleaners in charge of 1, 2, 3, 4, or 5 cleaners ", ", 6 or more cleaners Other cleaners	_	Per week of 48 hours 65s. 70s. 60s.			
Apprentices. One male apprentice to every three or fraction of three male workers receiving not less than 60s, per week of 48 hours. Improvers. One male improver to every five male workers receiving not less than 60s, per week of 48 hours. FEMALES.				ours.	Females. Per week of Cleaners in charge of 1, 2, 3, 4, or 5 cleaners 35s 40s Other cleaners 40s 30s					
ist year 2nd ,, 3rd ,, One female ap workers receiving	Proper Appropriate to every not less than 3	Oa. per w rovers. ten femal	fraction eek of 30	hours.	4g		*			

(a) For Males (other than casual employees)-

Times of Beginning.

6 a.m. . . I p.m. on the day on which the half-holiday is usually observed. 6 a.m. .. 6 p.m. on the other working days of the week. . . ٠. . . .

(b) For Females (other than casual employees)-

6 a.m. 9.30 a.m. on the day on which the half-heliday is usually observed. 6 a.m.

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

Times of Ending.

above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(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 Chilweft, 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.

	(2)	
 -	1	_

	Apprentices.		Improver	's.	Other Employees.					
	WAGES.		WAGES	WAGES. WAGES.						
		Per week of 461 hours.		Per week of 461 hours.					week of hours.	
Ist year		I0s.	1st year —	•	Foreman, i.e., man in	charge of t	hree or		-	
2nd year		15s.	1st 6 months	10s.	employees	0			S0s.	
3rd year	***	20s.	2nd 6 months	12s. 6d.	Optical workers and re		•••	• • • •	72a.	
4th year		25s.	2nd year	17s. 6d.		1	•••		•	
5th year		35s.	3rd year	22s. 6d.						
6th year		50s.	4th year	30з.						
Proportion			5th year	40s.	1					
	or place).		6th year	55s.						
		very two or	Proportion (in any		1			1		
fraction of ty	vo worke	rs receiving	or place		1					
not less than				o every two						
hours,	, and por	week of 10g	workers receiving r		1					
	re of an	prenticeship	72s. per week of 461	hours	1					
prescribed wa			The per week of 403	nours	1					
December, 191		Cir On 19th								
	73									

(3) TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.

Time of Ending.
... 1 p.m. on the day on which the half-holiday is observed, 8 a.m. ... 1 p.m. on the day on which the half-holiday is 8 a.m. ... 6 p.m. on the other working days of the week.

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 46½ hours in any week (5) Special Rays.—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.) Hours of Work Work per Week.	Improvers.
---	------------

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.

		WAGES. Per week	WAGES.
		Ist year's experience 6s.	Same as apprentices.
Any adult person 58s. Any person 16 years or under (other than apprentices or im-	48	2nd year's experience 7s. 6d. 3rd year's experience 10a. 4th year's experience 15a.	Proportion (in any factory, shop, or place).
provers) employed as a tuner's assistant, or in sweeping up, or in mixing glue, or at turning the		5th year's experience 20s. 6th year's experience 25s. 7th year's experience 30s.	One improver to every three adult persons, or fraction thereof, and receiving not less than 58s, per week
grindstone, or in running mes-	48	and thereafter the minimum wage determined by the Board.	of 48 hours.

OVERTIME. -Any male person over the age of aixteen years who works for any time in excess of the maximum number of

48 hours per week shall be paid for such extra time at the rate of time and a quarter.

(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 ranges, or parts thereof, has made the following Determination, namely:—

(1) That on the 10th day of April, 1919, the last overgons, Determination of this Board shall be revoked and replaced by this

(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)		Appt	rentic	es or	Imp			Vorkers Vears									
			Wag	tes po	e r w e	ek of	48 h	urs.			er	opre nti o npl oy ed	es or l on rilling	in: drilli	prov ng	ers) ma-	
				Con	nmen	eing :	ıge—				di	and including 9-16-inch diameter, or cutting off or screwing pipes.					
	14 y	ears.	15 y	ears.	16 y	ears.	17 y	ears.		-20 ars.	-					_	
	8.	d.	8.	\overline{d} .	8.	d.	8.	d.	8.	d.	W	ages pe	r week	of 4	8 hc	ars.	
1st year	12	()	17	0	22	6	28	0	33	6	ĺ				8.	d.	
2nd ,,	17	0	22	ti	28	0	33	6	42	6	14	vears	of age		15	0	
3rd ,,	22	6	28	0	33	45	42	6	54	0	15	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	"		20	ŏ	
4th ,,	28	0 '	33	- 6	42	6	54	0			16	"	,,	• •	26	ŏ	
5th .,	33	6	42	6	5.4	0					17	.,		• •	32	ŏ	
6th ,,	42	6	54	0	٠.						18	**	"		37	ő	
7th ,,	54	0									19	"	",		45	6	
											20	"	"		57	6	

Proportion
Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 63s. per week.

Improvers.

One improver to every two or fraction of two workers receiving not less than 70s, per week.

orkers, i.e., persons years (other than	Other Employees (including Repairers).
or improvers) on drilling ma-	Wages per week of 48 hours.

	Blacksmiths	67	0
	Coppersmitha who braze	78	0
	Coppersmiths who do not braze	70	0
	Electroplaters in charge of electroplating plant	76	0
	Electroplaters' assistants	67	0
	Grinders or polishers	70	0
	Persons fettling or dressing with consolidated		
	emery wheels	66	0
	Persons engaged on bending, bolting, drilling,		
ĺ	punching, riveting, assembling or fitting in		
	connexion with—		
	(b) Laundry, heating, or gas stoves	-72	0
	(c) Cooking stoves or portable ranges not		
	more than 3 ft. 6 in. in length)		

8.

(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. . . 120 6 p.m. and 7.30 a.m. . . 144 Labourers, truekers, or blackers 63

(105.) OVENMAKERS-continued.

- (3) OVERTIME.—Any male employee 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, Geolong, 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 EMPLOY	ZEES.				
				WAGES.			Appren	tices.	Improv	ers.		Wag ho	es per ur.	Wagei week 44 ho	s per k of ours.
						4	Per we		Per w			8.	d.	8.	đ.
	lst year's experience			10.0		of 48 hours. s. d. 12 6 20 0		Grainers, painters, paper- hangers, or signwriters		8	73	4			
	200	**	**	ag ^a	• •	••	Per we	ek of	Per w	eek					
	3rd 4th 5t h	;; ;;	" "	••	••	••	17 25 35	6 0 0	25 35 45	0 0 0					
	han 7	3s. 4d	l. per we	eek of 44 ho	Apprentice. ee workers ours. apprentice	s. or fra	ection th								
				I	mprovers.										
	Two Thre	impr ee imp	litional		and therea	fter	vorkers less tha week o	ın 73s.	4d. per		•				

(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 lat or 2nd year at the trade) shall be :-

Time of Beginning. Time of Ending. 8 a.m. 12 noon on Saturdays, and 12 noon on Saturdays, and
5 p.m. on the other working days of the week. 8 a.m.

(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 atraight 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.

(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 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, Melhourne, 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.

It 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 bond 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 1½ miles and up to 3 miles, ½d. 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, 1½d. 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 accorded to pay such extra rates. 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:—

FRMALES.

Three female improvers to every five or fraction of five female workers receiving not less than 27s. per

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, serewdriver, glazing knife, and also with surface and joint rellers.

Each signwriter shall provide himself with a mahl-stick, rule, straight edge, chalk line, pencils and gilding cushion, mop, knife,

and tip. It any employee is required to provide any toots or appliances ether 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)

week of 48 hours.

	Apprentices or Improv	ers.		Other Employees.						
	Age.		week of 48 urs.	WAOES PER WEEK OF 48 HOURS.						
		Males.	Females.	(1) Males Employed on Paper or Board Machines in the Work of Makino Cardboard.						
Under 17 years 17 years 18 ,, 19 ,, 20 ,,		20 0 24 0 28 0	* d. 12 6 15 0 15 0 18 0 18 0	Machineman						
Рворо	Apprentices. RTION (in any factor	y or place)	•	(2) MALES EMPLOYED IN ANY OTHER WORK.						
	MALES.			Paner-machine man or heaterman 72s.						
				Head finisher 60s. Assistant finishers 57s.						
One female a three female w week of 48 heur		three or fr less than	action of 27s. per	Head ragcutter 60s. Assistant ragcutters 57s. Bleach houseman, boilerman, glazing machineman, guillotineman, papercutter in charge, lining machineman in charge, ripping						
	Improvers. DETION (in any factor MALES. mprovers to every five			and rewinding machineman, or head yardman 57s. All others 54s						
male workers r	eceiving not less tha	n 54s. per	week of	FEMALES EMPLOYED IN ANY OTHER WORK.						

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

Females

271.

(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, Bexing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above named helidays, the special rate shall only be payable for work done on the day so substituted.

(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 16th day of March, 1919, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Determination.

Apprent	lces.	1mprove	ers.		Other Employees. WAGES. Tel				
Wag	ES.	Wag	ES.						
	Per week of 48 hours.			rk of 48 ars,		of 48 Hours.			
	Male, Female.		Male.	Female.	Machinists working— Two or more machines ∅	8. d. 75 0 70 0			
1st year	s. d. 12 0 12 0 14 6 14 6 17 0 17 0 20 0 20 0 25 0 factory or place.	lst year	8. d. 14 6 19 0 23 0 29 0 36 0	s. d. 14 6 17 0 20 0 24 0	One machine Guillotine cutters Female machine minder controlling machine without assistance Females with over four years' experience Females engaged in the manufacture of hand- made bags Piece-work pri	33 0 30 0			
One male apprentic or fraction of two meeting not less than 48 hours. Female One female apprent or fraction of two receiving not less that of 48 hours. Apprentices employ facture of hand-made piece-work prices only An indenture of prescribed was app March, 1911.	ee to every two hale workers re- 66s, per week of es. tice to every two female workers un 30s, per week yed in the manu- hags to be paid y. apprenticeship	PROPORTION, in any Male Two male improvements of 48 hours Female Two female improvements of 48 improvers employ facture of hand-male paid piece-work prid	ers to ca to less the s. les. brovers ring not hours. red in the	ch male ian 66s.					

(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 cortain 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 hased on the wages rates determined.

additional such adults.

(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.

	Apprentices or Improvers.							Adults.						
							er wee			Per w	eek of			
		£	1	Wages.			8.	d.	Wages.	8.	. d.			
lat six	months'	experience					11.	6	Fore-hand, i.e., a person who is in charge of a bakehouse					
2nd		•	• •				14	6	or bakehouses in adjacent buildings under one					
3rd	"	,,	• •	• •			17	6		97	0			
	**	79	• •	• •	• •	• •	20	0	Single-hand, i.e., a person who is in charge of a bake-		v			
4th	**	**	• •	• •	• •	• •		Ů.	Single-nand, s.e., a person who is in charge of a bake-					
5th	**	**	• •	• •	• •	• •	23	Û	house or workroom with no pastrycook, ornamenter,	80	0			
6th	**	**	• •	• •	• •	• •	26	0	or ornamental worker under his or her charge	73				
7th	**	**	• •	• •		• •	29	0	Pastrycooks, ornamenters, or ornamental workers	13	0			
8th	**	**		• •	• •		32	0		Per w				
9th	19	,,					37	6			ours,			
10th	11	••					46	0	Porsons engaged for the whole of their working time in					
		Prop	DRTIC	NATE NUM	BER.				the delivery and sale of pastry	66	6			
			Ap	prentices.					Persons engaged solely in the delivery of pastry	63	0			
One a	pprentice	to every			of two	workers	recei	ving	All other males	60	0			
		the minim								Per w	eek of			
		of apprenti			1 was a	nnroved	on l	K+h		48 h				
	ruary, 19		обаш	p prescribed	A M. CHO. CH	pproveu	· Ou i	0011	Females engaged in general work	30	9			
reo	ruary, 18	10.	T						Jobhers, i.e., casual workers engaged for not more than					
0 !-		A. Alia C.A		provers.	.ii	-4.1		20-	bull the number of house fixed for a most's more	101	9			
		to the first							half the number of hours fixed for a week's work		J			
		48 hours, a	na th	ereatter one	impro	ver to e	very	iour						
add	itional or	atinhe dor								•				

. There is a Commonwealth agreement for this trade,

(109.) PASTRYCOOKS*-continued.

JUVENILE WORKERS.

Wages.

(3) Persons under 21 Years of Aoe (other than apprentices or improvers) employed as follows:--

Males engaged in the delivery for not more than 30 hours pe in general work—		Persons engaged in gene whole of their working		Females engaged decorating Christmas a · New Year cakes—					
in general work—			Males.	Females.			Per week e 48 hours.		
16 years of age	. 26 0 . 29 0 . 34 6	14 years of age 15 ,,	s. d. 14 6 17 6	Per week of 48 hours. s. d.	15 years of age 16 " 17 " 18 " 19 " 20 "		s. d. 17 6 20 0 23 0 26 0 29 0 32 0		
i		16 years of age 17 ,, 18 ,, 19 ,, 20 ,,	Per week of 52 hours. 20 0 23 0 26 0 29 0 34 6	16 0 20 6 21 0 23 0 24 0		8			

(4) That, wherever occurring in this Determination, the expression "General Work" shall include-

Bringing fuel to oven.

Bringing in raw material.

Buttering tins.

Cleaning pans, tins, tools, or other utensils.

Cracking eggs. Emptying tins or trays.

Labelling tins or boxes.

Packing wedding cakes, other cakes, or pastry.

Papering hoops.
Turning hand machines.

Washing of machines.

Wrapping cakes or flour.

Time of beginning.
6 s.m.

Time of anding. 9 p.m.

(5) Time of Beginning and Ending Work on each day ..

(a) Outside the hours fixed as the times of beginning During the first 48 hours of such work in any and ending work week ... Thereafter ... • •

11d. per hour extra. Time and a third.

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

(7) SUNDAYS AND PUBLIC HOLIDAYS.—That double time shall be the special rate for all work (except making fermented dougha) done on Sundays before 7 p.m., and that time and a third shall be the special rate for all work done on New Year's Day, 26th January (Foundation Day), 21st April (Eight Hours Day), 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.

* There is a Commonwealth agreement in this trade.

(110.) PERAMBULATOR.

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 persons employed in the process, trade, or business of a maker of perambulators," has made the following Determination, namely:—

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

Determination. (2)

4 m m	wontless :	and Income		Wages per We	ek of 48 Hours.		er Week
дрр	rencioes	and Improv	vers.	Apprentices.	Improvers.	All Other Employees.	Hours.
lst year 2nd ,, 3rd ,, 4th ,, 5th ,,				s. d. 10 0 17 6 22 6 27 6 35 0 44 0	s. d. 12 0 17 6 25 0 30 0 37 6 45 0	Ironworkers (i.e., makers wholly or partly of gondola or seroll spring undergears), painters, wooden body makers, npholaterers, or hood makers	
			Рворов	TION.			
			Appren	tices.			
				ee or fraction e minimum wa	of three male ge.		
			Improv	ers.			
after one	addit	ional imp	prover t		ight, and there- nal six workers		

(110.) PERAMBULATOR-continued.

TIME OF BEGINNING AND ENDING WORK. (3)

Time of Beginning.

7 45 a.m.

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

5.30 p.m. on the other working days of the week. 7.45 a.m.

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 Satur the half-	rday (or th hollday is u	ne day on isually obs	which served).	On other days.
Between midnight and 7.45 a.m.	 	 Double				Double time
Between 12.30 p.m. and 5 p.m.	 		nd a quar	ter		
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.

(III.) PHOTOGRAPHERS.

Note.—This Determination applies to the following parts of Vieteria, 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

(2)

APPRENTICES OR IMPROVERS.

	April, and	30th a	er to	Oetobo th Ser	1st o 30	from May	ours n 1s	48 H	k ol Ho	er Wee	es p	Wag					
Number.				e—	Age	encing	omn							ice.	Experience		
•	20 years.	2	ears.	19 y	агз.	18 ye	irs.	17 yea	ırs.	16 yea		Unde 16 yea	•				
Apprentices.	s. d. 6 months, 20 0	lst	. d.	s. 20	d. 0	s. 15	d. 6	s. 12	d. 0	s. 10	d. 0	8. e		3.	Males.		1.4
One apprentice to every three of fraction of three workers receiving no	6 months, 25 0	2nd	U	20	Ü	10	0	14		10	Ü	10	••	• •		year	181
less than the minimum wage.	35 0			30	6	22	6	17	0	15	6	12				,,	2nd
	45 0		0	45	0	31	0	26	0	22	0	17				,,	3rd
							6	33	0	29	6	23					4th
	,	1							0	36	0	31				**	5th
Improvers.	• •										6	38				**	6th
	6 months.	lst												Fq	FEMALES		
Two improvers to the first two of fraction of two persons, and thereafte one improver to each additional perso	15 0 6 months, 17 6		6	13	6	11	0,	9	0	7	0	6	••			year	lst
receiving not less than the minimum	20 0		6	17	6	14	6	12	0	10	0	9					2nd
wage.	22 6			22	0	19	6	16	0	14	Ŏ	13				,,	3rd
	• •						6	. 19	o l	17	Ŏ	16				33	4th
									0	21	0	19				,,	5th
				.						٠	0	22				,,	6th

(3)

OTHER EMPLOYEES.

		_	-					Wages per V to 30th	April, and	Hours from 1: 44 Hours from 1 September.	st Octobe ist May
								Male	8.	Fema	les.
								8.	d.	· 8.	d.
Operators-											
21 years of age				• •				47	6	35	0
99								57	6	40	0
02 07 0707				• •				67	6	45	0
Artists or colcurists working up	anlarger								•		•
from original negatives or from	om ooni	no of an	v size					- 65	0	40	0
Detember	_			• •	• •	• •	• • •	65	0.	32	ő
	• •	• •	• •	• •	• •	• •	• •			30	0
Printers, enlargers, or developers				• •	• •	• •	• • •	58	6		-
All others								55	6	26	0

(111.) PHOTOGRAPHERS-continued.

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 half.

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

(6) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.
All work done on Sunday, Christmas Day, or Good Friday, shall be paid for at the rate of double time, and on New Year's Day, Foundation Day (?6th January). Eight Hours Day (21st April), 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 only be payable for work done on the day so substituted.

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

(112.) PICTURE FRAME.

Males.

and so on in proportion where more than six male workers receiving not less than 57s. per week of

Females.

One female improver to each female worker receiving not less than 30s, per week of 45 hours.

One male improver to one or two male]

Two male improvers to three male

Four male improvers to six male

48 hours are employed.

workers

workers

workers

Receiving

not less

of 48

hours.

than 57s. per week

Nore.—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

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 picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers," has made the following Determination, namely:—

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

Determination.

Apprentices and Improvers,							Juvenile We sons under (other that Improvers alop, receing mould moving we messages.	r 19 ye an Appa i) clean riving a lings, c	ears of rentice ing wo and sta arrying	ack- sork- ack-	All other Employees.							
		Wage	8,				V	Vages.			Wages.							
			Ма	les.	Fem	ales,				_		M.	ALES.				_	
AFF	RENTICES		48 b	eek of	45 h	reek of	48 hours.							Per week of 48 hours. s. d.				
1-2				ď.		d.			5.		Compo workers					59		
1st year	• •		11	0	10	_	1st year	- •	13	6	Fitters up					59	-	
2nd year	• •	[13		16		2nd year	• •	18	6	Gilders or bronze	ers				64	0	
3rd year	• •	• • •	20		20		3rd year	• •	27	6	Mount cutters					64		
4th year			25		25		4th year		35	0						59	ŏ	
5th year	• •	• • •	35	U			5th year	• •	42	0	7					64		
										1	Persons working		• •	• .				
IMPE	BOYESS.									-	Boult's Carver					73	0	
				1	}		1			-	Buzzers					67	Ü	
1st year-	.1			_	1 ,,					-	Band or Jig S	AWS						
lst six mo		• •		0	10	-	}			-	(a) who bra		harpen	their own	1 58 W	69	0	
2nd six m	onths	• • •	13	6	10	0				-	(b) who do r						•	
and year-	sh.		10		١,,	0				-	\$8.WS					63	0	
lst six mo			16	6	111	_				-	Circular saws	cutting	over 1	inch in d	epth	64	0	
2nd six m	onths		20	()	13	Ø.					Other saws (in							
3rd year-	.1.		0.0		1	0				1	any depth).					60	0	
Ist six mo			22	6	15		}				Moulding mac					67	0	
2nd six m	onths	• •	25	0	18	0	ļ			-	Panel planers					67	0	
4th year-		ĺ	0.77		- 21					1	Shaping mach					73	0	
lst six mo			27	6	21		j			- 1	Thicknessing	nachin				67	0	
2nd six m	onths		30	0	24	0				1	Wood Turners					67	0	
5th year-	-1		0.							.]						57		
1st six mo				0		• •				1							•	
2nd six m	onths		42	0		•				i			FRMAL	D.	•			
		PROPOR	TION													r week 5 hour		
	(In any	factor	y or pl	ace).			1			- 1						5,		
		Appren					i			- 1	Adults					30	U	
		Male								- 1								
One male apprentice to every two or fraction of two male workers receiving not less than 57s, per week of 48 hours. Females. One female apprentice to every three or fraction of three female workers receiving not less than 30s, per week of 45 hours.																		
•		Improv	ers.															
							1			- 1								

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices	Improvers.
(112.) PICTURE FRAME— continued.				
(3) TIME OF BEOINNING AND Time of beginning. 7.30 a.m. 7.30 a.m.	6 p.n	Time of a choice	of ending. five days of the week, working day of the week on whi	ich the half holiday is usually observed

tion 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 Senday, 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 carn 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 Warrnamhool: 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) whereseever employed in the process, trade, or business of a plasterer," has made the following Determination, namely:—

[113.] PLASTERERS.

Note.—This Determination applies to the following parts of Victoria, namely:—

[115.] The control of Plants of

(1) That on the 12th November, 1918, the last previous Determination of this Board shall be revoked and replaced by this

Determination.

Apprentices.	Improvers.	Other Employees.						
WAGES. Per week of 44 hours.	WAGES. Per week of 44 hours.	WAGES. Per Per week of hour. 44 hours.						
1st year's experience 10s. 2nd year's experience 20s. 3rd year's experience 30s.	Under 19 years of age 30s. 19 years of age 37s. 6d. 20 years of age 45s.	Men employed on underground sewer or tunnel plastering 2s. 0½d. 89s. 10d. All other plasterers—						
4th year's experience 40s. 5th year's experience 50s. 6th year's experience 60s.		Engaged upon work distant 2 miles or less from their centre 1s. 10d. 80s. 8d. Engaged upon work over 2 miles						
Proportion (by any employer).	Proportion (by any employer).	and not more than 6 miles distant from their centre 1s. 10½d. 82s. 6d. Engaged upon work over 6 miles						
One apprentice to every three of fraction of three workers receiving not less than 80s. 8d. per week of 44 hours.	workers, and thereafter one to every	tant from their centre 1s. 11d. 84s. 4d. Engaged upon work over 12 miles						
	hours.	tant from their centre 1s. 11 d. 86s. 2d. Engaged upon work over 20 miles						
An indenture of apprenticeshing was approved on 18th November 1911.		distant from their centre . 2s. ld. 91s. 8d. Foremen, i.e., employees in charge of work and who issu instructions to those under them shall be paid a above, with 6s. per week additional.						

(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 wer or tunnel plasterers) shall be— Time of Beginning.

	7.45 a.m.						on Sature		
	7.45 a.m.	• •	• •		• •	5.15 p.m	on the c	ther wo	orking days of the week.
(5)	OVERTIME.—That the following	rates shall	be paid	i to—					
•	(a) Persons employed on under					g			
	For work done in excess					•			Time and a quarter.
	(b) Persons employed on any w	ork other	than un	dergrov	nd sew	er or tan	nel plaste	ring-	
	For work done within the	hours fixed	i in clau	186 4 in e	xcess o	f 44 hours	in any we	ek	Time and a quarter.
	For work done on Sature								
	Between midnight a		m.	'	• •				Double time.
	Between 12 noon an								Time and a half.
	Between 5 p.m. and			• •					Double time.
	For work done on any of			-					
	Between 5.15 p.m. a			• •	• •				Time and a half.
	Between 10.15 n.m.								Double time.
(6)	SPECIAL RATES.—Double time	shall be t	he rate	for all	work	done on	Sunday.	New Y	ear's Day, Foundation

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.

Board,	Minimum Wage,	Hours of Work per Week.	Apprentices.	Improvers.
(114.) PLASTERERS (FIBROUS).			-	
(Present Determination in force from 14.10.16.)	1			

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

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or coment;
- (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, or eement, or architectural modelling— Persons over 21 years of age without previous experience— 1st year	making architectural ornaments of fibrous plaster, plaster, or eement, or architectural modelling— Persons over 21 years of age without previous experience— lst year 2nd , All others ixing or finishing fibrous plaster on walls or ceilings of buildings— Persons over 21 years without previous experience— lst year 2nd year
--	--

-" 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-

1d. per hour extra. Over 2 miles and not more than 6 miles from the Centre Over 6 miles and not more than 12 miles from the Centre Over 12 miles and not more than 20 miles from the Centre Over 20 miles distant from the Centre

Time of Beginning. Time of Ending. Times of Beginning 7.30 a.m.
And Ending Work 7.30 a.m. 12 noon on Saturday. .. 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 Time and a quarter.

(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

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:

-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 grazing 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.

(115.) PLATE GLASS-continued.

fraction of five workers receiving not less than 55s. per week of 48

An indenture of apprenticeship prescribed was approved on 26th April, 1911.

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

Aı	prentices or I	mprov	ers.	Juvenile Work	era.	Other Employees.						
	WAGES.			WAGES.								
			Week of 8 hours.		Per Week of 48 hours.						Week of 8 hours.	
lst year			10a.	Under 15 years	10s.	Brilliant cutters					70s.	
2nd ,,			158.	Under 16 years	12s. 6d.	Other cutters"					69s.	
3rd ,,	• •		208.	Over 16 and under 18 y	ears 15s.	Glaziers					69s.	
4th ,,	• •		258.	Over 18 and under 21	25s.	Plate glass bevellers					70s.	
5th "		·	35s.			Silverers of plate or s	heet gla	88			70s.	
PROPORT	ion (by any	emple	oyer).			Pencil hand embosser	8				70a.	
	Apprentice					Mon fixing lead ligh	its, or	glass sig	ns, or p	utting		
One appr	entice to ev	ery th	ree or			made-up glass inte	the w	rindow fr	ames, w	indow		
fraction of	three works	rs re	ceiving			sashes, doors, or do	or fram	es of buil	dings		60a.	
not less tha	an 55s, per	week	of 48			Men assisting in glazi	ing all k	inds of g	ass		60s.	
nours.	•					Men packing or un	packing	all kind	s of gla	ss, or		
	Improvers	•				assisting the plate	glass cut	ter			60s.	
One imp	rover to ev	ory f	ive or			Rubber-out embosser	8				60s.	
function of	G					Man Annulum and law	J (4 ha :11	for lone	11:		

glaziers Cementers

Mcn turning out lead from the mill for lead-light

558.

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 comenting, feeding-up, sifting and lifting sand.

(4) Time of Beginning and Ending Work.

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

(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 husiness of a plumber or gasfitter;

(b) Wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the crection 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	3.					
	WAGES.		er wee		WAGES. Per week of 44 hours.	W		s per	We	ages ek o	1 44
lat year 2nd ,,	<i>:</i> .		8. 10 12	$egin{matrix} d. \ 0 \ 6 \end{matrix}$	s. d. 16 to 17 years of age, or under 15 0 17,, 18 years of age 17 6 . (a) Where the artificial temper	ature	s.	d.	£	δ	d.
3rd ,, 4th ,, 5th ,,	••		$\frac{17}{25}$	6 0 6	18,, 19 ,, 25 0 is— 19,, 20 . ,, 35 0 Over 130° F. 20,, 21 ,, 50 0 115° F., but not excee	ding	3	7	7	17	8
6th ,,	N (within an	••	45	0	130° F. (b) In connexion with ammonia connexion (within any factory or an artificial temperature of	ils in	2	7	5	13	8
	place).				place) F. or lower Con improver to four) (c) Lead burning or at lead work		2	7	5	13	8
fraction of to	wo workers n	ecciv	ring r	ot	Two improvers to ceiving not nected therewith		2	4	5	2	8
hours	ve. on per	WOC	K OI	**	and thereafter one additional improver £4 0s. 8d. done one trip or more			0	4	8	0
An inden prescribed w	ture of appass approved				to every twenty additional per week of 44 hours.	•••	1	10	4	0	8

(116.) PLUMBERS-continued.

	Time of	Beginning.				Ttm	e of Endin	ıg.	
(3) TIME OF BE AND ENDI		7.45 a.m. 7.45 a.m.	•••	• •		2 noon or .15 p.m. o			d rking days of the week.
	The following							es spac	nified hereunder, viz.:-
First	three hours								Time and a half
There	eafter	• •		• •	• •		• •	• •	Double time
(B) Outside	the hours fixe	d in Clau	se (3)						•
(a) C	n Saturday—								
	Between 12								Time and a half
	And thereaf	ter till mi	dnight	• •	• •		• •	• •	Double time
(b) C	n the other w	orking da	ys of the	week					
	Between 5.1	5 p.m. an	d 8 p.m.						Time and a half
	And thereaf				• •	• •	• •		Double time
(c) E	etween midni	ght and 7	.45 a.m.						Double time

- (5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate for all work done on Sundays, 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 rates shall only be payable on the day so substituted.
- (6) Definitions.—A "Centre" shall mean the point from which distances shall be calculated, and such distances shall be computed by the nearest practicable route.

The "Metropolitan Area" shall mean the area included within a radius of 12 miles from the General Post Office, corner of Bourke and Elizabeth streets, Melbourne.

A "Country Area" shall mean any municipal area beyond a radius of 12 miles from the General Post Office, corner of Bourke and Elizabeth streets, Melbeurne.

An employer may select his usual permanent place of business as his "centre."

Having selected his centre, he shall notify the Secretary for Labour 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 Secretary for Labour 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, corner of Bourke and Elizabeth streets, 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 mouths' notice to the Secretary for Labour of his intention to establish such additional centre or to alter his centre, as the ease may be, and the premises must he in bond 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, corner of Bourke and Elizabeth streets, Melhourne, 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.

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.

- (7) ALLOWANCES.—(A) The following additional rates shall be paid to any person-
 - (1) When engaged on work within a radius of from 1 mile to 12 miles of his centre :-
 - (a) For I and not exceeding 3 miles from his centre ld. per hour extra.
 - (2) When engaged on work more than 12 miles from his centre :-

1d. per hour extra for every 10 miles or fraction thereof, in addition to the rates fixed as aforesaid for the first 12 miles.

Provided that the employer shall not be required to pay such extra rates—

- (1) If the employee travels to his work on foot during ordinary working hours, for which he is being paid the usual rate of wages;
 - (2) If upon such days the employer provides the employee with the means of transit to and from his work within the aforesaid distances respectively;

And in ease he supplies such means of transit for one way only, he shall be required to pay on every such occasion no more than a moiety of such extra rates.

(B) 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, he shall be paid 9d. per hour extra.

Provided that if the employer engages and pays suitable board and lodging for the employee whilst he is employed on such work he shall not be required to pay such extra rates.

- (8) TOOLS AND APPLIANCES.—That if any employee is required to provide any or all of the following tools or appliances—
 - Caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrils, dummies, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vyces,

1s. per heur in addition to the ordinary rates fixed by this Determination shall be paid by the employer.

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

. Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
(117.) POLISH.* (Precent 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' plumbage 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, abonite shine, stove polish, knife polish, metal polish, charcoal, or coal dust."

Males. Foreman in charge of men grinding moulders' blacking, moulders' plumbago preparations, charcoal, or coal dust	48 48 48 48 48	Wages. Males. Per week of 48 heurs. lat year	Same as apprentices.
Juvenile Workers.	48	PROPORTION. Males. One male apprentice to every three or fraction of three male workers receiving not less than 42s. per week of 48 hours. Females. One female apprentice to every three or fraction of three female workers receiving not less than 25s. per week of 48 hours.	PROPORTION. ' One improver (male or female) to every worker receiving not less than 42s. per week of 48 hours.

Time of Beginning.

Time of Beginning 7.30 a.m. 7.
And Ending Work 7.30 a.m. ...

Time of Ending.

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 Eaglchawk, Geelong West, Newtown and Chilwell, Sebastopol, and Oakleigh; the shires of Brayblook, 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.

(118.) POTTERY TRADE-continued.

(2)

	Ap	prentices a	and Impro	vers.				All Other Employees.			
		PER W:						Wages, all departments,			
Under 15 vears o		n pprenne	.eo (inu 1			s. 12	$\frac{d}{6}$				Hour
5 years of age						14	6	h	Wag	es,	Per Week
6 ,, ,. 7 ,, ,,	• •					$\frac{19}{23}$	0 6				
8 ,, ,,						32	0	Males.	. s.		
9 ., ,.		• •				38 45	6	Assistant burner	80 76	$\begin{bmatrix} 0 \\ 3 \end{bmatrix}$	60 60
• • • • • • • • • • • • • • • • • • • •						1.,		All other burners	60	0	48
	Female .	A pprentic	es and I	m nrovers.				Mouldmakers	70	0	48
	r emate 2	1 pprentic	es and 1	aprovers				Females.		i	
			Commen	cing Age.				Females	32	0	48
	15 years							MALES.		Da	r Week
	or under.	16 years.	17 years.	18 years.	19 years	20 y	ears.	Glazed Pipes and Salt-glazed Ware.			of Hours
								***		40	8.
		,		,	,		. 1	Flanger		• •	69 63
t 6 months	$\begin{array}{ccc} s, & d, \\ 12 & 0 \end{array}$	$\begin{bmatrix} s, d, \\ 14 & 0 \end{bmatrix}$	$\begin{bmatrix} s, d, \\ 17 & 0 \end{bmatrix}$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{ccc} s, & d, \\ 23 & 0 \end{array}$	26	d.	Pressers or setters		• •	63
nd	$1\overline{5}$ 0	17 0	20 0	23 0	26 0	29		Junction sticker			62
nd year	.17 0	20 0	23 0	26 0	29 - 0	٠.		Head drawer All others (except burners and mouldmakers)		• •	61
d " h "	$\begin{bmatrix} 20 & 0 \\ 23 & 0 \end{bmatrix}$	$\begin{bmatrix} 23 & 0 \\ 26 & 0 \end{bmatrix}$	$\begin{bmatrix} 26 & 0 \\ 29 & 0 \end{bmatrix}$	29 0		1	•			• •	60
h., h.,	26 0	$\begin{bmatrix} 20 & 0 \\ 29 & 0 \end{bmatrix}$	-5 (:	Dust Tile Making.			
h ,,	29 - 0	.,				1		Leading hand slip making		• •	$\frac{62}{61}$
								Man boring or using explosives		• •	6l -
								Man dipping tiles and in charge of dipping room			61
р	ROPORTI	on (in ar	av factor	v or idae	e).			Man hand-pressing dust tiles with 6-in. press		• •	61
•		Ì		, or _{[/100}	c)•			Head packer All others (except burners and mouldmakers)		• •	61 60
		Appre	entices.					General Pattery.		•	30
One male appre	ntice to	everv tw	o or frac	tion of tw	vo male	work	ers	Sanitary ware presser			64
eeiving not less							-	Head packer			61
One forest	na nata	A		for all a			. 1.	Leading hand slip making		• •	62
One female apporters receiving						iem	ue	Tea-pot hand pressers		• •	61 61
or note receiving	1100 1055	0110001 1720	· p· · ·····	K OI TO I	our.			Stoneware thrower—		• •	0.
				*				4th year's experience			60
		Impre	overs.					5th ,, ,,		• •	64
Three male im	provers	to every	v four o	r fraction	n of for	ir m	ale	and thereafter		• •	70 61
orkers receiving	not less	than 60s	per wee	k of 48 l	ours.		- 4 -	All others (except burners and mouldmakers)			60
Tbree female in	11mo1:6==	to over	famala :	control ==	onivir.	ma f 1.		Plastic Tile and Terra-cotta Making.			
an 32s, per wee			Temale ,	worker re	cerving	пост	288	Flower pot, or flower pot saucer throwers			67
and her not								Facemen			63
							1	Pressors			63
								Vent makers or setters		• •	62 62
								Man in charge of plunge		• •	
								Clayhole men			61

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons except head or assistant burners—

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 within the times of beginning and ending work 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 quarter.
- (b) Any employee (other than a head or assistant burner) who works outside the hours fixed in clause 3 shall be paid for such time at the rate of time and a quarter.
- (5) Special Rates.—Time and a quarter shall be the special rate of payment payable to persons employed for less than two hours on any of the following days in protecting, turning, or dressing, and thereafter time and a half; and time and a half shall be the apecial rate payable to all other persons except burners for all work done on the following days, namely:—Sunday, New Year's Day, the 26th of January (Foundation Day), Good Friday, Easter Monday, the 21st of April (Eight Hours Day), 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 abovenamed 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, which has also determined that the employer may fix piece-work prices (to be based on wages rates) to any person employed in the general pottery, tile, and terra cotta sections of the trade at work for which piece-work prices have not been fixed by the Board.

(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) respectively rejected matter for sale or distribution (including preserting wrappers, or labels, folding insetting, stapling.

(b) preparing printed matter for sale or distribution (including preparing wrappers or labels, folding, insetting, stapling, eounting, 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

						Wage	s per Wee	k of 48	Ho	urs.	
Appre	ENTICES OF	r Improv	ers.	Juvenile Workers.		Under	18 Years	of Age	e.		18 spd
					1st 6 Months.	2nd 6 Months.	2nd Year.	3rd Year		4th Year	Years o
	Wages pe	r Week of	48 hours.•	Persons (other than apprentices, improvers, or females engaged in connexion with	s. d.	s. d.	s. d.	8.	d.	8. d	. s. d
÷	[®] Ma	les.	Females.	bookbinding) employed as operators of addressograph machines, feeders (not being persons in charge of cylinder ma-							
٠.	Apprentices.	Im- provers.	Appren- tices or Improvers	chines), flyers employed on platen or cylinder machines, varnishers, machine bron-							
1st year 2nd ,, 3rd ,, 4th ,, 5th ,, 6th ,,	s. d. 8 6 10 6 14 0 18 0 23 0 29 0 36 0	s. d. 10 6 12 6 16 0 20 0 25 0 31 0 38 0	s. d. 10 0 15 0 18 0 22 6 27 6	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, insetting, stapling, counting, wrapping, tying, labelling, carrying or despatching— Males Females		12 6 10 0	17 6 14 0		6 0	28 6 22 0	
	Propor	TION.		Attendants on line-casting machines, labourers, or roller boys	10 0	12 6	17 6	22	6	28 6	40 0
One male fraction of not less th hours.		e to every workers	receiving	Males Females Copy-holders in daily newspaper offices— Between 8 a.m. and 6 p.m. Between 6 p.m. and 8 a.m.		10 0 Year. 0	17 6 15 0 24 0 36 0	18	6 0 0	28 6 22 6 24 0 36 0	30 0
One fem- or fraction		emale wo	rkers re-			····	r Week o	'			100
eeiving not hours. One mal	Male Imple improve	provers.		Persons employed on monotype casting machines	15	0	20 0	25	0	30 0	40 0
journeyme: per week o	n receiving of 48 hours	not less t	han 76s.			P	er Week	of 48 H	ours.		
	Female In	•		•	Under 10	8. 16 to	17. 17	to 18.	18	to 19.	19 to 21.
Two fem worker rec week of 48		ers to eve		Female copy-holders	s. d	0 14	0 1	8. d. 8 0		s. d. 22 0	s. d. 28 6
One fem lemale wor		ver to e	very 20	Message hoys		16 or o 15 Months.	0	Month	8 .	The	ereafter.
32s. per we An amen ship prescri	ded indent	ure of ap		Reader boys Hand bronzer, when the work occupies in		. d.		s. d. 9 0			s. d. 15 0
• While emp	oloyed on ha heur	nd brenzin	g, 4d. per	any week— Less than four hours Four hours or more	Same as	s a male i	leeder				

,			От	HER EMI	PLOYEES.							
									Between and 6		Between and 8	
		Classes o	f Persons.						Per Wee	k of 48	Per Wee	
	In Dai	LY NEWS	PAPER O	FFICES.					8.	d.	8.	d.
Compositors, sluggers, bulk hands, and Adults (other than apprentices or imp	or mak	ers-up	composit	 tion on sh	ug-castin	 machine	s. during	three	98	0	108	0
months' probation Readers or revisers—				••	••		••	••	98	0	108	0
First two years' experience as a	such		••	••	••	••	••		92 92	6	77 97	6
Thereafter	••	••	••	••	••	••	• •	••				0
First year's experience as such Thereafter	••	••	••	••	••	••	• •	••	60 60	0	62 67	6

(119.) PRINTERS-continued.

(2)—continued.

OTHER EMPLOYEES-continued.

Þ				Classes of	Persons.						Per	ween 7 a., d 6 p.m. Week of Hours.	_ -	and ?	n 6 p.m 7 a.m. eek of 4
			In	ANY OT	HER PLACE	E.				·		s. d.		s.	d
Persons (other than	ı apprenti	ices or in	nprover	s) comp	osing on sl	ng-casti	ng maebir	es or on 1	nonotyp	e kev-					
boards (including	cleaning	or remed	lying de	efective	working of	the mad	chine)								
During first fiv	e months'	' experier	nce		• •				• •	• •		63 0		74	
Thereafter	• •	• •	• •	• •	••	• •	• •	• •	• •	••		85 9		96	9
													_ l		
											8.	d.			_
Compositors, slugg	ers, bulk l	hands, n	akors	up, stere	eotypers, e	lectroty	pers, lett	orpress n	ion, lette	rpress	1				
machinists, or pe	rsons in e	harge of	cylinde	er machi	nes (includ	ing tim	e occupied	l in feedi	ng)	•	78	0 per	week	c of 48	3 hours
Proof readers or re-					· · ·	٠.	^		• •		82	0	,,	,	,,
											1				
				In an	Y PLACE.								٠		•
Persons in charge o						• •		• •	• •	• •	66	0 per	weel	k of 42	2 hours
Persons employed o	on monoty	rpe castu	ng macl	nines		• •	• •	• •	• •	• •	57	6	,,	,	,,
Attendants on—											1 00	^	,		
l to 3 line-cast			• •	• •	• •	• •	• •	• •	• •	• •	60		weel	K Of 48	g pont
4 to 8 line-cast			• •	• •	• •	• •	• •	• •	• •	• •	66 75	0	,,	,	,,
9 or more line-			. 1. 2			••	• •	• •	• •	• •	82	0	,,		,,
Lithographers empl							• •	• •	• •	• •	80	0	,,		,,
Lithographers empl All other lithograph					•	• •	• •	• •	• •	• •	78	0	,,		,,
Kin other hthograpi Fin printers	iors	• •	• •	• •	• • •	• •	• •	• •	• •	• •	82	0	* *		,,
Stone polishers	• •	••	• •	• •	• •	• •	• •	• •	• •	• •	61	ő	,,		,,
Storemen or packer		els einalv	• •	::	• •	••	••	• •	• •	• •	61	0	٠,		,,
Storemen who supe					••	• •	• •	• •	• •	• •	66	ŏ	,;	-	,,
Storemen who supe				• • •	• • •	• •	••	• • •	••	• • •	71	ŏ	,,		.,
Printing ink grinde					• • •	••	• •	• • •	••	••	60	ŏ	,,		,,
Bookbinders, vellu							by hand		nine. inc	Inding	"	Ū	,,		••
those who saw and															
in paper sides), r											ĺ				
the machine, mix											ł				
for blind blocking	g), guillot	ine macl	ine cut	tters, gil	ders, leath	er cutte	rs, pocket	-book ma	kers, and	l hand					
indexers							• • •				76	0	,,		, ,
lookbinding forewo	men who	supervis	e or are	respons	sible for the	e work e	o f								
From 3 to 8 en				<i>.</i> .							37	6	,,	,	,,
From 9 to 20 c					'	• •					42	6	,,		,,
Over 20 emple						• •			• •		45	0	,,		,,
female sewers or ta						• •		• •			34	6	,,		,,
Temale tin plate fee		riers, or o	eleanors	off				• •			33	6	,,		,, ,
dl other adult mal				• •							57	6	,,	,	,,
All other adult fem	alos										32	0	,,	,	• •
	100										1				

(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 heginning 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. 12.30 p.m. on Saturdays, and 6 p.m. on the other working days of the week.
m . o . (li . i	(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.

(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) PIEOE-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 15.4.18.)

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, insetting, stapling counting, wrapping, tying, labelling, carrying, or despatching."

(2)

	Apprent	ces or Impro	vers.			Other Employees.	
	Vages per	Week of 48	Honrs.			Wages.	Per Week o
st year's experience			• •		7s. 6d.	Machine compositors operating linotype, monoline, or	
2nd year's experience		• •	• •		10s.	barotype machines (including cleaning or remedying	
3rd year's experience					12s. 6d.	defective working of the machine)	78s.
th year's experience	47				15s.	Machine compositors operating any other machine	
5th year's experience					17s. 6d.	(including cleaning or remedying defective working	
6th year's experience					22s. 6d.	of the machine)	72s. 6d.
7th year's experience		• •	• •	••	27s. 6d.	Adults learning machine composition, during a	
- Pro	PORTION	(by any er	mplo y er).			probationary period of three months, i.e., 504 hours actually worked on the machine	60s.
One apprentice to receiving not less tha	every			f thro	e workers	All other adult workers	Per Week of 48 Hours.
One improver to not less than 60s, per	every tv		men empl	oyees	receiving		•

Time of Beginning not earlier than-

Time of Ending aot later than

- 12.30 p.m. on Saturdays or local half-holidays. (3) TIME OF BEGINNING 8 a.m. 10 p.m. on the other working days of the week. AND ENDING WORK 8 a.m.
- (4) OVERTIME.—That the following rates shall be paid for all work done:-

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 third.

-All work done on Sundays (except work done on newspapers which are published on Mondays), New Year's (5) SPECIAL RATES .-Day, Good Friday, Easter Monday, Christmas Day, and Boxing Day shall be paid for at the rate of double time.

PIECE-WOLE.-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) Storeotyping;
(c) Preparing printed matter for sale or distribution, including preparing wrappers or labels, folding, insetting, 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.

			overs.	
Males.	Females.	Males.	Females.	Number (in any factory).
Wages per week of 48 hours.*	Wages per week of 48 hours.*	Wages per week of 48 hours.*	Wagea per week of 48 hours.* s. d.	
\$ 6 10' 6 14 0 18 0 23 0	8 0 10 6 14 0 18 0 23 0	10 6 12 6 16 0 20 0 25 0	8 0 10 6 14 0 18 0 23 0	MALE APPRENTICES. One male apprentice to one or two and thereafter one receive additional male aptentions.
	Wages per week of 48 hours.* s. d. \$ 6 10 6 14 0 18 0	Wages per week of 48 hours. *** d.	Wages per week of 48 hours.* *** d.	Wages per week of 48 hours.* *** d.

While employed on hand bronzing, 4d. per hour extra.

LE APPRENTICES.

apprene or two fter one male ap-Male workers receiving not less than 57s. 6d. per week of 48 hours. e each additional three or fraction of three

FEMALE APPRENTICES.

One female apprentice 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 22nd August, 1916.

MALE IMPROVERS.

Number (in any factory).

One male improver to every fifteen journeymen receiving not less than 73s. per week of 48 hours.

FEMALE IMPROVERS.

Bookbinding.

Two female improvers to every female worker receiving not less than 30s, per week of 48 hours.

Any other Branch.

One female improver to every twenty female workers receiving not less than 30s. per week of 48 hours.

				7					•		7	AGE	s.					
Juvenile Workers, i.e., Person	ons under 21 yes Improvers) emj	rs of age (other than	Apprentices	or	Per we					Year	a of	Age.					
								Under 17	7.	17 to	0 18.		18	to 19	.	19	to 2	ı.
n Daily Newspaper Offices Copy-holders Galley boys Juveniles in machine or Attendants on slug-casti Between 6 p.m. and 8	steree, rooms	eo. rooms					s. d. 20 0 42 ,, 15 0 42 ,, 20 0 42 ,, 20 0		0 0	s. d. 25 0 20 0 25 0 25 0			3	25 80	d. 0 0 0 0 0		35 40	d. 0 0 0 0
								Not	t being	g mor	e than	18	3 Years of Age.				1	_ 1
•	•							1st	Year.	2nd Year,					Over 1 and under tth Years		nd er 2 rs o	
						!		1st Six Months.	2nd Mon	Six ths.	Ye	ar.	Yes	ar.	Ye	ar.	A	ge.
Between 8 a.m. and 6	р.т					48 ,	,	s. d. 9 0	8. 10	d. 6	s. 15	d. 0	s. 20	d. 0	8. 26	d . 6	8. 37	d
Attendants on slug-castin any place— Operators of addressogr charge of cylinder mamachines, varnishers, punchers, quarter bir flush turned-in paper carriers or cleaners off for sale or distributifolding, insetting, si carrying, or despatchi	aph machines, chines), flyers machine bidders, or gluesides, or all flut, packers or poon, including tapling, coun	empleye conzers, ers for quash work ersons pu prepari	ed on platestone puarter-bernot turner paring page wrapp	ten or cyli olishers, i und work ed in, tin j printed me pers or la	nder label cut plate atter bels,	48 ,	•	9 0	10	6	15	0	20		26	6	37	(
Males Females Labourers, reader boys, Juveniles on monetype	or roller boys		••	••	••	48 , 48 , 48 , 42 ,	,	9 0 8 0 9 0 15 0	10 9 10 16	6 6 0	15 13 15 18	0 0 0	20 17 20 22	0 0 0 6	26 21 26 25	6 0 6 0	37 27 37 35	
•								•			Y	ears	of Ag	е.				
*									Uude	r 16.					16 or	over		_
Jessage boys .				••		48	,,		<i>s</i> .	d. 0						₫. 6		
4.1 .	vork occupies	in any w	cek— 					male feed	ler.				1					

igrev. o. Calerorne

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

(121.) PRINTERS (PROVINCIAL)—continued.

(2)-continued.

										WA	OR4.
	o	ther Em	ployees.							Setween ., and 6 p.m.	Between 6 p.m. and 8 a.:
				*	· · · · · · · · · · · · · · · · · · ·			,		r week of 2 hours.	Per week of 42 hours.
	In Daily	News	PAPER OF	FICES.					•		
Compositors, sluggers, bulk han	ds makers.un	reader	rs. or adul	Its (other	r than an	nrentices	or impro	vers).		s. d.	s. d.
learning composition on slug-								•••		75 3	80 6
Male copy-holders	• •	• •	• •	• •	• •	• •	• •		•	57 6	60 0
										r week of 8 hours.	-
Persons in charge of slug-eastin Attendants or cleaners on slug-e		108	• •	• •	• •	• •	• •			75 3 57 6	80 6 57 6
			• •	• •	•	• • •	•••				
Man in charge of rotary machin	es and storeot	vning							100	d.	k of 42 hours
Man in charge of rotary machin	10 .,		• •		• •	• •	• •	••	87	6,,	,,
Man in charge of flat-bed machi	nes	• •	• •	• •	• •	• •		• •	80	6,,	73
First assistants on rotary machi Stereotyper in charge	ines	• •	• •	• •	••	• •	• •	• •	73 80	6 ,,	••
All other adult males in daily n	ewspaper offic	08	• •	• •	• •		• •		57	6 ,,	"
				•							
•]	Between	Between
									7 a.m	and 6 p.m.	6 p.m. and 7 a.
	er .										
	T		me Dr. o	_						r week of 2 hours.	Per week of 42 hours.
	IN A	NY OTH	ER PLACE	G.							· · · · · · · · · · · · · · · · · · ·
Persons (other than apprentices						or mone	type key	bearda		s. d.	s. d.
(including cleaning or remedy During first three months'	ing defective	working 	g of the m	achine)-						57 6	91 0
Thereafter	• Aportoneo		• •	.,	• • •	• • •	• •	::	•	81 0	91 0
									8.	a.	
Compositors, sluggers, bulk he machinists, or persons in ohar	ands, makers u	ıp, stor	reotypers,	, electro	typers, le	tterpress	men, lett	terpress	73	O per wee	k of 48 hours
Proof readers or rovisers		macm	nes (meiu	amg um	o ocoupie	u III 1000	(giri		77	0 per wee.	,,,
All other adult males	••		••						57	6 ,,	**
			Is.	ANY P	LACE.		•				
Lithographers employed on rote	arv machines		•						77	0 per wee	k of 48 hours
All other lithographers	•		••		••	• • •	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	73	0,,	"
Cin printers	• •		• •						77	0 ,,	**
Stone polishers								 - bound	57	6 ,,	**
Bookbinders or vellum binders work out flush turned in pa	por sides), m	arblers.	. finishers	g person s. paper-	rulers, b	loekers (except for	or blind			
blocking), guillotine machine	cutters, gilder	s. leath	ier eutter	s. pocket	t-book ma	ikers, er	hand ind	exers	72	0 ,,	,,
Book-binding forewomen who s				the wor	k of 3 or	more em	ployees	• •	35		**
All other adult females	••	• •	••		• •	• •	• •	• •	30	0 ,,	**
(3) TIMES OF BEGINNING	G AND ENDIN	o Wor	к.—The	times o	f beginn	ing and	ending w	ork (ex	eept i	n daily ne	wspaper effice
or any person (other than those	e composing or	n slug-e	easting me	schines c	r monoty	pe keybo	oards) sha	dII be :—	•		
Time of Beginning.		_	_	Tin	ne of Endi	ıg.				, ,	
8 s.m	. 12.30 p.m. 6 p.m. on						f-holiday	is local	ly obs	erved, and	
· · · · · · · · · · · · · · · · · · ·	-										
(4) OVERTIME.—The following	owing rates sh	all be p	paid for w	ork don	e during	the times	specified	hereun	der, v	ız. :	
			In Dai	ly News	paper Off	ces.					
By any person (exec for a week's wo		posing)	in excess	of the r	naximum 	number	of hou	rs fixed	Tim	e and one-	third.
	•		In	any oth	er Place.						
Composing on slug-o In excess of 42									Tim	e and one-	third.
	--- -		••	••	•		• •	.,			
Any other work—			. 12	1	10.3.1				,		
Within the time mum number Between 6 p.m.	of hours fixed	fora	week's wo	rk				e mazi-		e and one-t	hird,
Later than 12.30		er than						e half-	Time	e and a hal	f.

(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.

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

Later than 10 p.m. or earlier than 8 a.m. on any other working day..

(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 horoughs of Eaglohawk, Geelong West, Nowtown 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.				Juvenil	e Workers.	Othe	er Employee	25.	
lst year 2nd year 3rd year 4th year 5th year 6th year One apprentice three or fraction workers receiving	10 0 15 0 25 0 35 0 45 0 hy place). to every of three not less	lst year 2nd year 3rd year 4th year 5th year PROPORTION (One improv four or fract employees re	Wages per week of 44 hours. s. d. 20 0 25 0 32 6 37 6 47 6 in any place). er to overy ion of four seciving not	lst year 2nd year 3rd year 4th year 5th year	Wages per week of 44 hours. s. d. 10 0 15 0 20 0 25 0 30 0	Operator in charge Department Other operators Photo lithographer Half-tone fine etcher Line etcher Artist Router Printer Mounter		Engraving	90 65 70 70 65 65 65 55
than 50s. per wee hours. An indenture of ticeship was appr 1st April, 1914.	appren-	less than 55s of 44 hours.	s. per week						

(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) QVERTIME.—Any employee who works for any time in excess of 44 hours in any week shall be paid for such extra time at the

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.

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) agriculture).

(2)	▲ pprer	atices.		} 		Impre	vers.		Other Employees	i•	
lst year		6	Wages. Per Week.*			QUARR	F	Wages. Per Week of	Powder monkey	Wages. 84s.	Hours Per Week.
2nd ,	•••	• • •	35s.	1st	/ear			15s.	Dressor of pitchers or cubes	80s.	48
3rd ,,	••	• •	40s.	2nd	,,	• •		21s.	Scabblers	75s.	48
				3rd 4th 5th	CAF	CTING OR	DRIVE	30s. 36s. 42s. mo. Wages.	Spaller— First six months' experience as spaller And thereafter Faceman or machine borer Hand borers, i.e., the two leading men	66s. 72s. 72s.	48 48 48
				Und	er 17	yoars		Per Week of 54 Hours. 25s.	drilling or boring by hand a hole exceeding 18 inches in dopth	72s.	48
				17 y				32s. 6d.	Driving one horse	608.	54
				18 19	**	• •	• •	37s, 6d. 4 2 s, 6d.	Driving two horses In charge of two horses drawing	61s.	54
				20	"	• •		47s. 6d.	two separate vehicles	65s.	54
									Driving three horses And 3s. extra per wook for every	65s.	54
	rion (wit		y place). y three or			•		y place).	additional horse. Drivers of motor vehicles up to 25 ewt. carrying capacity—		Ī
fraction of not less th	f three w	orkers	receiving	fract	ion o		orkers	receiving	Within the Metropolitan District Outside the Metropolitan District wherever this Determination	65s.	48
* Appro the number fixed for t	er of hour	rs per							applies	62s. 6d.	48
	won roste		orons.						Within the Metropolitan District Outside the Metropolitan District wherever this Determination	70s.	48
									applies	67s. 6d.	48
									All others	638.	48

(123.) QUARRY-continued.

- (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 for the first two hours, and thereafter 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, Christmas Day, New Year's Day, 21st April (Eight Hours Day), or Good Friday; but if any other day he 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 to be paid to persons engaged in certain work has been fixed by the Court.

(124.) RUBBER 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.

The powers of this Board were altered on 15th October, 1918, so that it can now "determine the lowest prices or rates which may be paid to any persons employed in or in connexion with the trade of—

- (a) a maker of all kinds of rubber goods;
- (b) a reclaimer of rubber;(c) a maker of solution."

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

(2)

	Appreptices or Improvers.								Other	Employe	es.			
		Wages.				,			V	VAGES.				
		Males.		P	er Week of 48 hours.					Males.				er Week of 8 hours.
	16 years of age	,	• •	• •	13s. 6d.	Calender	handa							71s. 6d.
	rs of age	• •	••	• •	19s. 6d.		ds, and fi	est halmas	a on the			• •	••	65s. 6d.
17	**	• •	• •	• •	26s. 6d.		nixers and					• •	••	62s. 6d.
18	>>	• •	• •	• •	33s.		of comp		wasning	,	US	• •	••	62s. 6d.
19	**	• •	• •	• •	40s.		harge of		· · ·	• •	• •	••	• •	60s.
20	**	• •	• •	• •	46s.	Spreader		U		• •	••	• •	• •	62s. 6d.
						Hosemal		• •	• •	•••	• •	• •	• •	62s. 6d.
		Female	ð.									1 1-4 1-	h	62s. 6d.
	16 years of age	• •	• •		12s. 6d.		f surgical				mechani	OHTEN 180	паппв	62s. 6d.
16 year	rs of age	• •	••		15s. 6d.		of packing	g, beiting	, or mat	в	• •	• •	• •	
17	**	• •	• •		18s.	Heater n		• •	• •	• •	• •	• •	• •	61s. 6d.
18	**	• •	••		22s.		nd strip	outters	••	• •	• •	• •	• •	608.
19	**		• •		26s.	Press ha		• •	• •	• •	• •	••	• •	61s. 6d.
20	**				29s.		of cycle ty		• •	• •		• •	• •	598.
							repairers,	or fittere	of mot	or or mo	tor cycle	tyres	• •	62s. 6d.
	I	ROPORTI	on.			Treadma		• •	••		•:	• •	• •	62s. 6d.
		Apprentic					of moto	r or moto	or eyele i	tyres and	l solid ty	res	• •	71s. 6d.
						Other m		••	• •	••	••		• •	61s. 6d.
		MALES.					r joiners				or cycle :	tubes	• •	59s.
	male apprentio						s of moto	r or mot	or cyele	tubes			• •	62s. 6d.
	ale workers rec	eiving no	t less the	in 57	s. 6d. per	Reclaime		• •				• •		58e.
Meek o	f 48 hours.					Canvas d	lippers or	impregn	ators					58s.
		FEMALES				Examine				• •	• •	••		59s.
	iemale apprent					Wrapper	s and str	ippers		••				59s.
	emale workers	receiving	not less	thar	n 31s. per	Persons	employed	liquoring	ζ					120s.
week o	f 48 hours.	_ *				Persons	employed	on cores	•••					60s.
	•	Improver	8.			All other								57s. 6d.
		MALES.												
One	male improver t	o every t	hree or fr	actio	n of three									
	orkers receiving),	Temales.				
		FEMALE:	s.			Adults								31e.
	female improver s than 31s. per	to every	female w		r receiving			••		•				

(3) TIME OF BEGINNING AND ENDING WORK.

That the time of beginning and ending work shall be :-

6 a.ni.

Time of Beginning.

Time of Ending. .. 8 p.m., Monday to Saturday

(4)OVERTIME.

That the following rates shall be paid for all work done:-

- (a) Outside the hours fixed in Clause (3) .. 1 d. per hour in addition to the rates fixed in this Determination
- (b) Within the hours fixed in Clause (3) in excess of 48 hours in any week... Time and a quarter

(5)SUNDAYS AND HOLIDAYS.

That time and a half shall be the special rate for all work done on Sundays, and double time for all work done on Good Friday, Easter Monday, New Year's Day, 26th day of January, 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.

Board.	Minimum Wage.	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 Saudringham; 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 whipthongs" 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.

		Appre	NTICES AN	D IMPR	OVERS.					Wa	iges.	
					w	ages pe	er Week of Hours.	ALL OTHER EMPLOYEES			1	
					Ma	Je.	Female.		Per 1	Hour.	Per W	eek o
1st six 2nd 3rd 4th 5th 6th 7th 8th	months' " " " " " "	experienc	•••		s. 7 10 12 15 17 20 22 25	d. 6 0 6 0 6 0	s. d. 7 6 10 0 12 6 15 0 17 6 20 0 22 6 25 0	Males Females employed in any of the following work:— (a) All classes of seaming (b) Hand stitching or machine sewing, buggy, gig, or cab saddles, winker eyes, fronts, drops, pad tops, pad or saddle cloths,	s. 1 0	d. 4½ 7½	8. 66 30	
9th 10th 11th 12th 13th 14th	"" "" "" ""	" " " " " " " " " " " " " " " "			27 30 35 40 45 55	6 0 0 0 0		folded hand parts, collar side pieces, or housings for gig, carriage, spring cart, or van harness— With waxed thread With unwaxed thread (c) Hand stitching or machine sew-	1 0	41/2 71/2	66 30 66	0
	1	Proportio	n (in any	factory	or pla	ce).		ing all other harness (d) Hand stitching all classes of saddlery other than harness— With black waxed thread	1	4½ 4½	66	0
workers	s receivi	ng not less	s than 66s.	two or per we	ek of	48 hot		With other than black waxed thread (e) Machine sewing all classes of saddlery other than harness —	0	71/2	30	Ó
female:	workers indent	receiving	not less th	ian 30s.	per w	eek of	on of three 48 hours, pproved on	With waxed thread With unwaxed thread (f) Quilting or crossbarring panels (g) Cutting out, preparing, creasing, edging or finishing all classes	1 0 1	41/2 71/2 41/2	66 30 66	
less tha Tw	n 66s. p o femal	er week of	48 hours. rs to ever	wo male	e or f	ractio	n of three 48 hours.	of Work	1	41/2	66	0

Note.—Thread shall include silk, cotton, linen, hemp, flux, or other fibrous substance.

(3) Time of Beginning and Ending Work-

Time of Beginning.

Time of Ending.

7 a.m. ... 7 a.m. ...

... 6 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.

(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 Pay, 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.

Board.	Minimum Wage.	Hoars of Work per' Week,	Apprentiees.	Improvers.
(126.) SADDLERY (COUNTR (Present Determination in fo from 3.2.13.)	İ			ø

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."

		1	MALES.	. MALES.
Males.		i	WAGES.	WAGES.
			Per week of 48 hours	Same as apprentices.
Outside worker, i.e., a person		1	lst year 5s.	
employed away from his			2nd year 10s.	
employer's usual place of busi-			3rd year 15s.	
ness or in connexion with a			4th year 20s.	
travelling vehicle	60s.	48	5th year 25s.	
Any other adult male	548.	48	0.1	•
12.3			7th year	
FEMALES employed at—			Proportion (within any factory or	PROPORTION (within any factory or
			place).	place).
(a) All classes of seaming	248.	48	One male apprentice to every	One male improver to every two
(b) Hand stitching or machine			two or fraction of two male workers	or fraction of two male workers
sewing buggy, gig, or cab			receiving at wages rates or earning	receiving at wages rates or earning
saddles with unwaxed thread	24s.	48	at piece-work prices not less than	at piece-work prices not less than
(c) Hand stitching or machine			54s. per weck of 48 hours.	54s, per week of 48 hours.
sewing buggy, gig, or cab			ors. per week or 20 hours.	
saddles with waxed thread	548.	48	FEMALES.	FEMALES.
(d) Hand stitching or machine			WAQES.	WAGES.
sewing all other harness	548.	48	Per week of 48 hours.	Same as apprentices.
(e) Hand stitching with black			1st year-	- The second
waxed thread all classes of			1st six months 5s.	
saddlery other than harness	54s.	48	2nd , 7s. 6d.	•
(f) Hand stitching with other than			2nd year-	
black waxed thread all classes			lst six months 10s.	
of saddlery other than harness	24s,	48	2nd ,, 12s. 6d.	
(g) Machine sewing all classes of	-101	10	3rd year—	
saddlery other than harness		İ	1st six months 15s.	
with waxed thread	54s.	48	2nd , 17s. 6d.	
(h) Machine sewing all classes of	0.201	10	4th year—	
saddlery other than harness			lst six months 20s.	
with nnwaxed thread	24s.	48	2nd ,, 22s. 6d.	
(i) Quilting of crossbarring panels	54s.	48	PROPORTION (within any factory or	PROPORTION (within any factory or
(j) Cutting, preparing, creasing,			place).	place).
edging, or finishing all classes			One female apprentice to every	One female improver to every two
of work	54s.	48	two or fraction of two female	or fraction of two female workers
Thread shall include silk,			workers receiving at wages rates or	receiving at wages rates or earning
eotton, linen, hemp, flax, or			earning at piece-work prices not	at piece-work prices not less than
other fibrous substance.		1	less than 24s, per week of 48 hours.	24s. per week of 48 hours.
,		•	, and the second	P work of to mound

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 within the hours fixed as the times of beginning and ending work in excess of 48 hours

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 snumerated in piece-work prices to be paid for at rates not less than that which will enable an average worker to earn is. 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."

Board.	Minimum Wage.	Hours of Work per Week.	Appr	entices.			Improvers.	
continued. Powder monkey	72s. 72s. 72s. 72s. 68s. 68s. 68s. 68s. 60s. 60s. 60s. 60s.	48 48 48 48 48 48 48 48 48 48 48 48	lst year	to every	three or ecclving k of 48 Per Week of 48 Hours. 20s.	One imp	fifty work	r PLACE). very fifty or ers receiving week of 48 Per Week of 48 Hours. 40s. 40s.

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 11d. 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 pald 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.

•	1
(128.) SHIRT.	,
(Present Determination in force from 16.8.16.)	

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
Male cutters of white shirts, fashion shirts, collars, or cuffs Other male cutters	70 s. 65s.	48 48	WAGES. Per week of 48 hours. 1st year's experience 10s. 2nd year's experience 20s. 4th year's experience 30s. 5th year's experience 45s.	Wages. Same as apprentices.
			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.	Proportion (within any factory or place). One improver to every three or fraction of three male workers receiving not less than 65s. per week of 48 hours.
FEMALES.			FEMALES.	FEMALES.
Fomale cutters of white shirts, fashion shirts, collars, or cuffs Other female entters Washers, starchers, or ironers of shirts, collars, bands, or cuffs Fomales commencing work at the trade at 21 years of age or over— 1st 6 months 2nd 6 months 3rd 6 months And thereafter All other females	53s. 37s. 6d. 28s. 18s. 20s. 23s. 27s. 6d. 27s. 6d.	48 48 48 48 48 48 48	Wages. Per weck of 48 hours. lst year's experience— lst 6 months 7s. 6d. 2nd 6 months 10s. 2nd year's experience 12s. 6d. 3rd year's experience 16s. 4th year's experience 18s. 5th year's experience 22s. Proportion (within any factory or place). One apprentice to every three or fraction of three female workers re-	WAGES. Same as apprentices. Proportion (within any factory or place) One improver to every three or fraction of three female workers re-
			ceiving not less than 27s. 6d. per week of 48 hours.	ceiving not less than 27s. Cd. per week of 48 hours.

Time of Beginning.

7 a.m. 7 a.m. TIME OF BEGINNING AND ENDING WORK

Time of Ending.

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.

Board.	Minimum Wage.	Hours of Work per Week.	Apprentices.	improvers.
(128.) SHIRTcontinued.				

OVERTIME.—Any employee who in any one week works for any time in excess of 43 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 halt.

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 Viotoria, 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, Tobacconists' shops, Booksellers' 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.

		APPRI					
	Wages	Males.	50 hours.	Females. Wages per week of 48 hours			r
	Commencing work as a Shop Assistant, Packer, Storeman, or Carter at—		Commencing work as a Shop Assistant at—		OTHER EMPLOYEES.		
	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.		
lst year— lst six months 2nd ,, 2nd year 3rd ,, 5th ,, 6th ,,	10s. 12s. 6d. 15s. 21s. 27s. 33s. 40s.	} 12s. 6d. 18s. 6d. 25s. 30s. 37s. 6d. Minimum wage	15s. 18s. 30s. 38s. 45s. Minimum wage	10s. 12s. 6d. 15s. 17s. 6d. 25s. 27s. 6d.	12s. 6d. 15s. 21s. 27s. 6d. 30s. Minimum wage	WAGES. Male shop assistant— In charge of a shop	Per week of 50 hours 72s. 6d 47s. 6d 52s. 6d 61s 52s. 6d.
. Раоров	tions (in or	in connexi	on with any	shop).		Carter	Per week of 52 hours.
or fraction of three male workers re- ceiving not less than 47s. 6d. per week of 50 hours. One female apprentice to every three or fraction of three female workers re- ceiving not less than 30s. per week of 48 hours. worker per we con three female workers re- week of Prov be emp			ne male im ker receiving weck of 50 h ne female in ker receiving k of 48 hour rovided that mployed in li male impro	not less the ours. aprover to es not less that. a fomale imp eu of a male	an 47s. 6d. ach female an 30s. per prover may improver,	Female shop assistant— In charge of a shop 21 years of age 22 years of age 23 years of age or over	Per week of 48 hours 60s 30s 32s. 6d 38s.

⁽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 Holldays.—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.

(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. Per week of	WAOES. Per week of	WAGES. Per week of		
1st year	1st year	All adult workers, other than those employed striking roofs, earrying, or mixing 93s. 6d.		
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. An indenture of apprenticeship was approved on 18th December, 1911.	Proportion (by any employer). 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.	•		

(3) Time of Beginning and Ending Work-

8 a.m. ..

5 p.m. on five days in the week.
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 Boxiog 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.)

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.
Soapmaker	67s.	48			
Assistant soapmaker	62s.	48	WAGES.		WAGES.
Soda crystal maker	60s.	48		Per week of 48 hours.	
Assistant soda crystal maker	55s.	48	ł	40 Hours,	
Foreman-			14 years of age	12s. 6d.	
Frame room, packing room, or			15 years of age	15s.	
cutting room	62s.	48	16 years of age	18s.	
Milling room	60s.	48	17 years of age	23s. 6d.	Same as apprentices.
Power crutcher—Man in charge of	60s.	48	18 years of age	27s. 6d.	• •
Power stamping machine workers	56s.	48	19 years of age	35s.	
Soap cutter where only one soap cutter			20 years of age	428.	
is employed	60s.	48			
Storeman in charge of one or more		4			
other storemen	60a	48			
All others	55a,	48			

[†] There is a Commonwealth agreement in this trade.

Board	Minimum Wage.	Heurs ef Werk per Week.	Apprentices.	Improvers.
(132.) SOAP AND SODA*—continued.		,	MALES.	Males or Females.
JUVENILE WORKERS. 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:—	٠		PROPORTION (by any employer). One male apprentice to every three or fraction of three malo workers receiving not less than 55s, per week of 48 hours.	Proportion (by any employer). One improver to every five or fraction of five workers receiving not less than 55s. per week of 48 hours.
14 years of age	12s. 6d. 15s. 18s. 23s. 6d.	48 48 48 48	FEMALES.	FEMALES.
18 years of age	27s. 6d. 55s.	48 48	Wages.	WAOES.
Females working stamping machines All other females Females under 21 years of age (other than apprentices or improvers) em- ployed at wrapping or packing	56s. 30s.	48 48	Same as male apprentices. Proportion (by any employer).	Same as apprentices.
soap or soda:— 15 years of age 16 years of age 17 years of age	15s. 17s. 19s.	48 48 48	One female apprentice to every three or fraction of three female workers receiving not less than 30s.	
18 years of age	21s. 23s. 27s. 6d.	48 48 48	per week of 48 hours.	

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."

Foreman	
Leading hand 56s. 48 Per week of	
Stonedresser 60s. 48	
All others 55s. 48 16 years 19s.	
JUVENILE WORKERS. 17 ,, 24s.	
Males under 21 (other than apprentices or im- 18 , 29s. Same as apprentices.	
provers) employed at general work, i.e., any work except 19 , 31s. 6d.	
no total only of an goneral work, i.e., any work except	
(a) weighing and carrying rice, (b) range work, (c) sheet	
laying, shaking, carrying out and cutting out draining hoves (d) filling and emptying crusting stores. NUMBER (in any factory or place). NUMBER (in any factory or place).	ce).
Dozes, (4) ming and emptying crusting stores	
125 to 10 10 125. to 125.	
10 ,, 10 148, 00, 48	
10)) 1/3, 10 1	per
17 35 18 198, 00. 48	
18 , 19 24s. 6d. 48 FEMALES. FEMALES.	
10 ,, 20 218, 20	
20 , 21 32e. 48 WAGES.	
FEMALES.	
All adult temales	
JUVENILE WORKERS.	
73 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
provers) employed in acraning and wranning blocks or 10	
filling, weighing, labelling, and easing starch—	
15 mares to 16	
	- \
20 I TOMBER (In any two lot y or place)	
10 10 01 01 40 41	very
of the second of	
19 , 20 23s. 6d. 48 workers receiving not less than 29s. workers receiving not less than 20 , 21 25s. 6d. 48 per week of 48 hours.	298.

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.

(133.) STARCH*-continued.

SPECIAL RATES.—Double time shall be paid for all work done on Sundays, Good Friday, 21st April (Eight Hours Day), and Christmas Day, and time and a half for work done on New Year's Day, 26th January (Foundation Day). Easter Mooday, King's Birthday, 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 werk done on the day so substituted.

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

. There is a Commonwealth award in this trade.

(134.) STATIONERY BOARD.

Note.—This Determination applies to all cities and towns throughout 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 of—

- (a) wholly or partly preparing or manufacturing by hand or machine envelopes, letter-pads, luggage labels, railway tickets, playing or other eards, including cutting, gumming, or gluing, folding, round cornering, gilding, sorting, banding packing, or boxing, but not including any process subject to a Determination of the Printers Board;
- (b) embossing or black bordering envelopes, eards, or any description of paper,"

has made the following Determination, namely :-

(1) That this Determination shall be operative on and after the 20th July, 1917.

		Appren	tices and	Improv	vers.	,				Other Employees.		
		•		. W	iges P	er We	ek of e	18 Hour	·s.		wee	es per
		_		Ma Appre			ale overs.	Fen Appre	entices ad	Gilders, edge stainers, blockers, or bevellors	s. 68	d. 0
lst year 2nd ,, 3rd ,, 4th ,, 5th ,,				8. 10 14 18 22 27 32	d. 0 0 0 6 6 6	8. 10 15 20 25 35	d. 0 0 0 0 0	8. 10 12 15 20 24	d. 0 6 0 0 0 0	Guillotine cutters Envelope or playing-eard cutters Tag machinists Tag material slitters Makers, plate-rollers, brushers or waterproofers of playing eards All others Females.	67 60 62 62 62 52	6 0 0 0 0
An inde June, 191 One ma 52s. 6d. pc	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. An indenture of apprenticeship prescribed was approved on 29th June, 1917. Improvers. One male improver to each male worker receiving not less than 52s. 6d. per week of 48 hours. Three female improvers to each female worker receiving not less than 28s. 6d. per week of 48 hours.							ed on f	29th than	Self-tipping envelope machinists	30 30 28	0 0 6

(3) TIME OF BEGINNING AND ENDING WORK-

Time of Beginning.

substituted.

Time of Ending.

8 a.m. ..

12.30 p.m. on Saturday or 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.—The rate for all work done within the hours of beginning and ending work in excess of 48 hours in any week, or for work done outside such hours of beginning and ending shall be-

Males Females

Time and a third. Time and a half.

- (5) Special Rate.—Double time shall be the rate for all work done on Sundays, 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 be payable only for work done on the day so
- (6) PIECE-WORK.—A schedule of piece-work prices for certain 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 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.

(135) STONE CUTTERS.

Norm.—This Determination applies to the Metropolitan District; the cities of Ballarat, Bendigo, Geelong, and Warrnamhool; 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, sarving, 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.	Juvenila Workers.	Other Employees.			
WAGES.	WAGES.	WAGES.	WAOES.	4.		Hour per
Monumental stoneoutters— Per week.	Per week.	Per week of 48 hours.	Carvers in marble or stone, other than monumental	•	۵.	week
1st year 10s. 2nd , . 15s.	2nd ,, 15s.	Under 16 years of age 12s. 6d.	carvers (monumental) in	99	O,	44
3rd ,, 22s. 6d. 4th ,, 30s. 5th ,, 40s. Stonecutters, other than	4th ,, 30s. 5th ,, 40s.	16 years of age 17s. 6d. 17 ,, 22s. 6d. 18 ,, 27s. 6d. 19 ,, 40s.	marble or stone Carvers' assistants, meaning persons employed in roughing out marble or stone under the direction	84	4	44
monumental— Per week. 1st year 10s.	Proportion (within any factory, shop, or place).	DEFINITION OF JUVENILE	of a carver for other than monumental purposes	80	8	44
2nd ,, 15s. 3rd ,, 22s. 6d.	One improver to from three up to eight persons,	WORKERS.	Stonecutters and letter- cutters employed in	80	0	**
4th , 30s. 5th , 40s.	and thereafter one improver to every eight persons or	Persons under 21 years of age (other than apprentices	eutting marble or stone Polishers employed in sand-	77	0	44
Apprentices to be paid \(\frac{1}{4} \). Apprentices to be paid \(\frac{1}{4} \).	fraction of eight persons re- eeiving not less than 64s. per week of 48 hours.	or improvers) employed in attending to granite-polish- ing lathes or saws used for	ing, gritting, or finishing marble or stone Polishers employed in sand- ing, gritting, or finishing	60	6	44
above rates unless all tools, except mash hammer, square,		cutting stone (including slate) or feeding such saws with sand or shot.	granite Persons employed in turning	62	4	44
mallet, and straightedge are provided by the employer.		with sand or snot.	stone for any purpose Persons working machines for planing stone for pur-	76	0	48
Proportion (within any factory, shop, or place).			poses other than monu- mental work Persons employed in work-	76	0	48
One apprentice to every three persons or fraction of three persons receiving not			ing planing machines for cutting marble or slate for any purpose, or stone			
less than 64s, per week of 48 hours.			for monumental work Persons employed on ma-	74	0	48
An indenture of apprenticeship prescribed was ap-			chines in polishing granite Persons employed on ma-	68	0	.48
proved on 4th February, 1911.			chines in polishing marble Persons employed on car-	6 6	0	48
Apprentices and improvers shall be subject to the same number of hours per week as fixed for their respective sections.			borundum machines Labourers	68 64	0	48 48

- (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, vis.:—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 Schastopol.

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 stereman, packer, or sorter in connexion with any trade or business."

* There are Commonwealth awards for this occupation.

(136.) STOREMEN, PACKERS, AND SORTERS--continued

Oa 21st June, 1913, this Board was deprived of the power to fix rates for storemen, packers, or sorters employed—

(a) in connexion with the trade or business of making biscuits;
 (b) in a factory in connexion with the trade or business of manufacturing or preparing for trade or sale milk, cream, butter, or cheese;

outter, or cneese; and these powers were conferred on the Biscuit and Butter Boards respectively.

On 19th Angust, 1913, this Board was deprived of the power to fix rates for storemen, packers, or sorters employed in connexion with the trade or business of making nails, and these powers were conferred on the Nailmakers Board.

On 11th November, 1913, this Board was deprived of 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,
and such power was conferred exclusively on the Meat Preservers Board.
On 4th July, 1916, this Board was deprived of the power to fix rates for any person employed as storeman, packer, or sorter in connexion with making paper, cardboard, earpet felt, or any similar products, and such power was conferred exclusively on the

Paper Board.

The existing Boards which had provided for Storemen, Packers, or Sorters at the date of the passing of the Resolution, viz.

24th September, 1912, were:—

(1) Rates directly provided for Storemen, Packers, or Sorters.

Bedstead Makers

Fuel and Fodder

Furniture Dealers

Plate Glass Polish Bootdealers Furniture (Wood Mantels) Candlemakers Cigar Trade Confectioners Glassworkers Pottery Printers Grocers Ham and Bacon Soap and Soda Country Fuel and Fedder Country Flour Country Woodworkers Hardware Starch Hotel Employees Tea Packing

Ice Tinsmiths Men's Clothing Millet Broom Wholesale Grocers Drapers Fellin ongers Wireworkers Flour Pastrycooks

Woodworkers
"All others" or "Persons not (2) Rates indirectly provided for Storemen, Packers, or Sorters as

otherwise provided for

Aerated Water Trade Cardboard Box Trade

Grocers' Sundries Jam

Marine Stores (as "General Hand")

Leather Goods Cordage

Paper Bag Trade Woolleu Trade

(1) That on the 21st December, 1918, the last and all previous determinations of this Board shall be revoked and replaced by this Determination

(2) Apprentices and Improvers.									Nomber (in any place).
					Wag	ов ре	er week.		APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.
					Males.		Fema.		MALE IMPROVERS.
Under 16 years	f age				14		14	0	One male improver to every four or fraction of four male workers
16 to 17 ,,	. •				18	3	18	6	roceiving 63s. per week.
17 ,, 18 ,,	,,				25)	21	0	
18 ,, 19 ,,	,,				34 ()	24	0	FRMALE IMPROVERS.
19 ,, 20 ,,	**			1	44 ()	27	0	Two female improvers to each female worker receiving 35s. pe
20 ,, 21 ,,	**				54 () [30	0	week.

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

			7. 7					
OTHER EMPLOYEES.	Bend and Fres Stores.	Wharfs, Wharf Sheds, or Customs Railway Sheds.	Potato or Oulon Stores.	Bulk Paper, Lime, or Cement Stores.	Weol, Skin, Hide, Grain, er Tailew Stores.	Any other place (except Oil Stores).	Females employed in any place.	
toroman, or Male or Female Packer or Sorter in any	Wages per week of 44 hours. s. d.	Wages per week of 44 hours.	Wages per week of 44 hours.	Wages per week of 48 hours.	Wages per week of 48 hours. s. d.	Wages per wesk of 48 hours.	Wages per week of 48 hours.	
store, who (notwithstanding he or she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting in such store)— (a) Works singly (b) Supervises or directs the number of persons of the same sex, indicated hereunder,	63 6	73 4	66 0	67 6	58 6	66 0	37 ∖ 6	
viz.:— (a) 1, 2, or 3 such persons	63 6	73 4	66 0	67 6	58 6	66 0	37 6	
(b) 4, 5, or 6 ,, ,,	68 6	73 4	66 0	72 6	63 6	71 0	40 6	
(c) 7, 8, 9, or 10,, ,,	75 0	73 4	66 0 -	79 0	70 0	77 6	43 6	
(d) 11 or more ,, ,,	82 0	73 4	66 O	86 0	77 0	84 6	48 0	
toremen in charge of a bulk store removed from the						66 0	-0-0	
main place of business			• •	••	••	66 0		
ackers of crockery for the country		,	• •	••	• •	00 0	••	
let six months	60 0	73 4	66 0	66 0	54 0	58 0	30 0	
2nd six months	60 0	73 4	66 0	66 0	54 0	63 0	32 0	
	60 0	73 4	66 0	66 0	54 0	63 0	35 0	

^{*} There are Commonwealth awards for this occupation.

Board.	Miotr Wa		Hoars of Work per Week.	Apprentices.	lmprovers.
as a week's work (5) SPECIAL RATES FOR S Year's Day, Good Friday, Christi Easter Monday, Foundation Day Parliament or Procla nation substituted. (6) GASUAL LABOUR.—Cas	ing days of the day on which or work in the days of th	the workich the policy of the property of the	weekly aid for al aid work work, in LIC Hours Da King's le above- cons (other	7 a.m. 12.30 p.m. in any l work done:— excess of the maximum number of house and the shall be the rate of the control of the shall be the rate of the control of the shall of	rs fixed Time and a half of for all work done on Sunday, Net all be the rate for all work done of but if any other day be by Act comly be payable for work done on the s, on Wharfs, or in Wharf Sheds of
2650, that any employer may fix	In any other under the pr and pay piec r shall base s e fixed so the	place rovision e-work such pi at an a	Pas of sub- prices for ece-work verage wo	Time and a third. IECE-WORK. sections (1) and (2) of section 144 of to wholly or partly packing or sorting prices on the earnings of an average worker can earn not less than the wages aweelth awards for this occupation.	any articles for which wages rates at Forker working under like condition
(137.) TANNERS.† Present Determination in force from 22.11.15.) This Board was appointed persons employed in the process, Curriers, that is, persons using in their work a whitening knife, skiver, slicker, whitening slicker, or shaving knife Grainers of bookbinding or furniture leathers Hand fleshers Lime jobbers Machinists working band-splitting machines Machinists working fleshing machines Machinists working unhairing and sendding machines Machinists working unhairing and sendding machines Machinists working unhairing and sendding machines Persons employed at japanning or enamelling leather, or at ovens used for japanning or enamelling leather Persons (not otherwise provided for) finishing fancy leathers, and persons trimming green hides after being fleshed Punchers Rollers Strikers Scudders Stoners Table hands	Trade, or bus DAY SHIFT. £ s. d. 3 8 0 4 3 1 0 3 3 1 0 3 3 1 0 3 3 1 0 3 3 1 0 3 2 15 0 3 2 16 0 3 2 18 0 3 2 18 0 3 2 18 0 3 2 18 0 3 2 18 0 3 2 18 0 3 2 18 0 3 2 18 0 3 2 18 0 3 2 18 0 3 2 18 0 3 2 18 0 3	mine the siness of Night. Shift. 5 0 16 3 18 9 16 3 16 3 16 3 16 3 16 3 12 6 16 3 12 6 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18	48 48 48 48 48 48 48 48 48 48 48 48 48 4	prices or rates which may be paid to r, currier, or leather dresser, other that WAGES. Per week of 48 hours. £ s. d. 1st year's experience 0 10 0 2nd 10 0 4th 17 6 5th 112 6 6th 117 6 PROPORTION (IN ANY FACTORY OB PLACE). One apprentice to every three or fraction of three workers receiving not less than 54s. per week of 48 hours.	any person or persons or classes on a tanner of sheepskins." WAGES. Same as apprentices. PROPORTION (IN ANY FACTORY of PLACE). One improver to every three fraction of three workers received not less than 54s. per week of thours.
Unhairers All others Juvenile workers, i.e., persons un than apprentices or improvers) e 14 years of age 15 , , 16 , , , 17 , , ,	2 14 0 3 der 21 years	trainer	other		

(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	- la -	Overtime.	
Beginning—	Ending-	Over wine.	
Day S Satur 7.30 a.m.		DAY SIRFT. Saturday. 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.	-
7,30 a.m.	Days. 5.15 p.m.	Other Days. 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.	
5.30 p.m.	Sнігт. 2.30 а.т.	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. 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, 2 ith 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 appronticeship 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 Sund.ingham; the boronghs 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.

		M	ALES.			
		11	ages.			Per week nf 48 hours.
14 years		••	• • •			13a. 6d.
15 years		• •	• •			17s.
6 years			••			18a 6d.
7 years				• •		24s.
8 years						32s. 6d.
9 years						36s.
20 years		• •	• •	• •		41s. 6d.
	PROPORTIO	s (within	anv faci	torv or pl	ace).	

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.

Improvers.

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.

		1.14	MALIES,			
		11	Tages.		I	er week of 48 hours.
15 years		• •		• •		14s. 6d.
16 years	• •	• •		• •	• •	17s.
17 years	• •	• •	• •		• •	19s.
18 years	• •	• •	• •	• •	• •	2 ls
19 years	• •	• •	• •	• •	• •	24s. 6d.
20 years			• •			20s. &d.

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.

One female improver to every four or fraction of four female workers receiving not less than 3 s. per week of 48 hours.

	 	
	Wages.	
	Males.	Per week of 48 hnnrs.
Foreman, i.e., a person held employer for the carrying	directly responsib	ole by the and who

Adults.

has the charge and direction of the employees 70s. Headman, i.e., a person who has charge of employees under, and takes his instructions from, the foreman... 67s. 6d. All other adult workers 61s. . .

Females.

Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman... 378 All other adult females 30s. (138.) TEA PACKING-continued.

JUVENILE WORKERS.

WAGES.

MALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at-

	The second secon	riving amprojus de				
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	(b) Moving by hand, unassisted, packages	exceeding 100 lbs. gross weight-				
exceeding 35 lbs. gross weight;	exceeding 70 lbs. gross weight;	Per week of				
(c) Ramming with a rammer exceeding	(c) Ramming with a rammer exceeding	48 hours.				
3 lbs. in weight;	4 lbs. in weight;	18 years 32s. 6d.				
(d) Packing tea with a machine other than	(d) Packing tea with a machine other	19 years				
a power driven machine-	than a power-driven machine-	20 years				
Per week of 48 hours.	Per week of 48 hours.	20) 44.0 1. 113.0 1.				
14 years 13s. 6d.	16 years 18s. 6d.					
15 years 17s.	17 years 24s.					

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. 15 years 14s. 6d. 218. 18 years 16 years 17 years 176. 19 years 2 ls. 6d. 19a. 20 years . . 26s. 6d.

(3) OVERTIME.—All work done in excess of 48 bours 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 Yesr'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 filter

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, Geclong, 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 puid 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)

improver may be employed.

Apprentices or Improvers. Other Employees. Per week of 48 hours. Males. Females. WAGES. WAGES. Per week of 48 hours. Males. e. d. 1st six months' experience 10 6 9 6 d. 72 Foreman in charge of one or more employees 0 2nd 13 n 10 ß Hand sewer, i.e., any person making altering, repairing by hand, any article except flags 13 2nd year's experience 16 Ö 0 . . 66 0 . . ,, All other adult males 0 54 4th 26 0 21 5th 31 0 Females. PROPORTION (IN ANY PLACE). 36 Apprentices. Machinists operating power or treadle cyclot machines Machinists operating grummet machines ... Machinists operating 7.5 or larger machines ... One male apprentice to every three or fraction of three male 30 workers receiving not less than 54s, per week of 48 hours.

One lemale approntice to every three or fraction of three female workers receiving not less than 27s, per week of 48 hours. 30 0 All other adult females Two male imprevers to each male worker receiving not least than 54s, per week of 48 hours. Two fomale 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

SUMMARY OF WA	AGES AND CO	NDITIO	ONS FIXED BY WAGES BOARDS,	ETC.—continued.
Loard,	Minimum Wage.	Hours of Work per Week.	Apprentices.	Improvers.
Within the hours fixed as of 48 hours in any wee Between 1 p.m., and midn Between 6 p.m. and midn Between midnight and 7. (5) CASUAL LABOUR.—Casual wrate of 2d. per hour in addition to the (6) SPECIAL RATES.—That dout Day). Good Friday, Easter Saturday other day be by Act of Parliament or I for work done on the day so substitute	5 a.m 5 a.m 5 a.m 5 a.m 5 a.m 10 the times of b k 11 inght on Saturd 12 inght on any ot 45 a.m. 13 inght on any ot 45 a.m. 14 a.m. 15 orkers, i.e., we 16 ordinary rate 16 cetermines, und 16 prices to any p 16 that such en 16 biece-work p	oginning ay her workers es. e paid f ay, 21st bestitute der the person nployer	for all work done during the times spg and ending work in excess king day of the week more all work done on Sandays, New Y. April (Eight Hours Day). Christmed for any of the above-named coliday provisions of Section 144 of the Factor persons or classes of persons emples shall have such piece-work prices.	he other working days of the week, be ified hereunder, viz.:— e and a half. be time. rs In any week shall be paid at the ear's Day, 26th January (Foundation as Day, and Boxing Day; but if any, the special rate shall only be payable trories and Shops Act 1915, that any byed at any work for which the Boaron the earnings of an average worker.
(140.) TIE MAKERS. (Present Determination in force from 22.5.13.)				
This Board was appointed to "epersons employed in the process, trade				any person or persons or classes o
			MALES.	MALES.
			WAGES.	WAOES. Lining Cutting.
MALES. Silk cutter	47s. 6d. 40s.	48 48	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 20s. 2nd six months 20s. 2nd six months 30s. 4th year, 1st six months 30s. 2nd slx months 35s.	Par weed of 48 hours. 1st yesr, 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. 18t year, 1st six months 7s. 6c 2nd six months 10s. 2nd year, 1st six months 17s. 6c 2nd six months 20s. 2nd six months 25s. 4th year, 1st six months 30s. 2nd six months 30s. 2nd six months 33s. 33s.
			PROFORTION (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.	FEMALES.
FEMALES			WAGES.	WAGES.
Needleworkers employed manufactur- lng ties of the classes known as Bats- wing, Thistle, President, Windsor, Lombard, Long Searve, and Wide End	25s. 22s. 6d. 22s. 6d. 20s. 20s. 20s.	48 48 48 48 48	Per week of 48 hours. 1st year, 1st six months 2nd six months 10s. 2nd six months 12s. 6d. 3rd year 15s. 4th year 20s.	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.
Adult females not provided for above Adult females, without previous experience.—Commencing work at the trade at 21 years of age or over—lat six months' experience 2nd slx months' experience 2nd year's experience	20s. 15s. 17s. 6d. 20s.	48 48 48 48 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.	1 st 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.

(140.) TIE MAKERS-continued.

Time of beginning.

Time of ending.

6.15 pm. on five days of the week.

TIME OF BEGINNING 7.30 a.m. ... 7.30 a.m. ... l p.m. on the other working day of the week on which the balf-holiday is usually observed.

OVERTIME-(a) Outside the bours fixed as the time of beginning and ending work (b) Within the hours fixed as the time of beginning and ending work

Time and a half.

Special Rates for Sundays and Public Holldays.—All work done on—

(a) Sundays, Christmas Day, and Good Friday shall be paid for at the rate of double time.

(b) On 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 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.

Norg.—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 Sand, ingham; 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 mesaic on floors, walls, or ceilings."

(f) That this Determination shall come into force on the 27th day of April, 1917.

▲pprentices.					Imp	rovers.			Other Employees.			
•	W.	AOES.				w	AOES.				WAG	es.
ist year 2nd ,, 3rd ,, 4th ,,	 	:: :: ::	••	Per week of 44 hours. 12s. 6d. 20s. 25s. 35s. 50s.	1st year 2nd ,, 3rd ,, 4th ,, 5th ,,	•			Per week f 44 hours. 26s. 25s. 30s. 40s. 50s.	Adults		Per week of 44 hours 77s.
	Рворе	ORTION.				Рвор	ortion.					
One apprentice to every three or fraction of three workers receiving not less than 77s. per week of 44 hours.				One impr three works week of 44		ery three	e or fra	ction of 77s. per				

(3) TIME OF BEGINNING AND ENDING WORK-

Time of Beginging.

Time of Ending.

7.30 a.m. 7.30 a.m. .. 5.30 p.m. on each of the five days in the week.
.. 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)-

_	•		Oa Saturday (or the the hall-heliday observed).	day (on which usually	Ou other Days.
Between midnight and 7.30 a.m. Between 12.15 p.m. and midnight Between 5.30 p.m. and midnight		 ••	 Double time Time and a half	•••		Double time Time and a quarter

⁽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 he by Act of Parliament or Proclamation substituted for any of the above-named helidays, the special rate shall only be payable for work done on the day so substituted.

(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 pri es 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 extraints 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.

Norm.—This Determination applies to the whole of the State outside and excepting the Metropolitan District as defined in the Factories and Sheps Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sand.ingham; 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 folling 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.

	Apprentic	es.				In	nprovers								Other I	Employee	·s.					
	WAGE	3.				V	Vaoes.								w	AGES.						
			r wee! 8 hou						hou											Per 52	weel hou	
			8.	d.					8.	d.										£	8.	d.
1st 6 mon 2nd 6		••	7 10	6	16 yea	rs of a	.ge		$\frac{27}{32}$	6		of sni			vehiele (other t	han a	tram t	ruck)			
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3rd "			20	0	19	**			42	6	And 2	s. 6d. e	xtra	per w	eek for	every a	dditio	nal hor	se.			
th,			27	6	20	,,		• •	5 0	0	Truck	or			• •	• •				3	6	C
ith ,, ith ,,	• •	••	35 40	0		Pro	oportio	N.													bou	rs.
											Ropei				٠٠,			• •		3	8	(
	Proporti	ON.					ver to				Bulloe	k-arive	er, te	Her, or	guard	on steam	n tran	nway	• •	3	6	9
							iving n			lan	Swam			• •	• •	• •		• •	• • •	3	4	(
One app or fraction selving no vock of 48	t less th	work	8103	re-	62s. p	er wee	k of 48	hour	·8.		All ot	no rs		••	••	••		••	••	3	2	(

- (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 helidays 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 Warruambool; 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 Fatorie's and Shop's 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.

(143.) TINSMITHS-continued.

(2)

APPRENTICES AND IMPROVERS.

			Wages p	oer Week	of 48 Hours.		Number (In any piace).						
Ist 2nd 3rd 4th 5th	year's e	experience			Apprentices. 11s, 16s, 22s, 30s, 40s,	Improvers. 11s. 16s. 23s. 32s. 6d. 45s.	Apprentices. One apprentice to overy three or fraction of three workers receiving not less than 61s, per week of 48 hours. An indenture of apprenticeship prescribed was approved on 20th May, 1911. Improvers. One improver to every five or fraction of five workers receiving not less than 64s, per week of 48 hours.						

(3) JUVENILE WORKERS (other than apprentices or improvers) -

		Wn	ges per Weel	k of 48 Ho	irs.	
	1st Year's Experience in Class A.	2nd Year's Experience in Class A.	3rd Year's Experience in Class A.			
Under 17 years of age.	s. d.	8. d.	s. d.			
Class A.						
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 paonikins and dippers, forming rims for lids, notching (except by power machines), using guillotine for above work, holding general shret metal work for journeymen or soldering canisters other than soams, tops, or bottoms 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 gonds, lighting or attending fires or engaged on canister work at topping tins or trimming serap	J2 6	17 6	22 6			
	tet Vear	2nd Venr	3rd Year's			
	Experi-	Experi-	Experi-			
Under 21 years of age.	Class B.	Class B.	Class B.			1
CLASS B.	s. d.	s. d.	s. d.			
Soldering down pipes not heavier than 24 gauge or larger than 4 inches in diameter	33 0	40 0	48 0			
	lst Year' Experi- ence in Class C.	2nd Year's Experi- ence in Class C.	3rd Year's Experi- cuce in Class C.	4th Year's Experi- ence in Class C.		
CLASS C.	s. d.	s. d.	s. d.	s. d,		-
Repairing leaks in general shoet metalwork or assisting at rollers for forming down pipes, or engaged at general sheet metal work on the following machines, viz.:—Burbishing 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		
	ist Year's	2nd Year's	3rd Year's	Ith Year's		
	Experi- ence in	Experi- ence in	Experi- ence in	Expert- ence in		
	Class D.	Class D.	Cinsa i).	Class D.		
CLASS D.	s. d.	8. d.	8. d.	s. d.		
Engaged at canister work on the crank press	27 6	32 6	40 0	47 6		
· .	1st Year's Experi-	2nd Year's Experi-	trd Year's Experi-	th Year's Experi-	5th Year's	
CLASS E.	ence in Class E.	ence in Class E.	cnce in Class E.	ence in Class E.	Experi- ence in Class E.	cnce Class
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, beading, bending (other than by angle bender or folder), body forming (other than by angle bender), alonehing, crimping, curling, double seaming, flanging, hinge hooking,	s. d.	s. d.	s. d.	s. d.	s. d.	8.
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 convexion with japanning at societies, cleaning, assisting to polish ar general rough work, or engaged on colling chandles in cutting strips, clips, and holes on guillotine, bending 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

(143.) TINSMITHS-continued.

(4) OTHER EMPLOYEES .- WAGES.

Tinsmiths or sh	eet mets	al worke	rs who	cut patt	erns or m	ake up a	rticles			
from patterns	cut by t	hemselve	es	•••				75s. j	per week	of 48 hours
Other tinsmiths	or sheet	metal w	orkers		•••	•••		70s.	,,	>>
Repairers on ge	neral she	et meral	work			•••	•••	70s.	**	>>
Machinists on g	eneral sł	neet meta	ıl work			•••	<u>}</u>	- 66s		
Soldcrers of d		•••	•••	•••	• • •		j	003	"	,,
Artistic japanne	ers	•••				• • • •	}			
		•••	•••	144	• • •	•••	}	70s.	••	"
Ornamental pen	cil work	ers	•••	•••	• • •	•••	J			
Filleters	***		•••		•••	***	··· J			
Grainers	•••	***	•••	•••	•••	***	\	64s.	,,	**
Liners	***	***	•••	•••	***	•••		0 - 0 -	"	**
Writers			•••	•••		***	ر ا			
Makers or repair	rers of c	anisters	or oil tin	s er par	ts thereo	f				
(a) by har			•••			***		67s.	,,	••
(b) by mac	hine	• • •	•••			•••		61s.	"	,,
Can solderers						•••	1	a=		
Canister vent cl	osers					•••	}	67s.	19	* *
Persons attendi	ng									
(a) Power of	apping r	nachines		•••	•••	***)			
(b) the me				matic l	oody f <mark>or</mark> n	ning or	seam	63s.		
solderi	g machi	ine or th	e metal	pot on	a power a	utomatic	end i	058.	,,	**
solderi	ng machi	ne	•••		·	•••	J			
All others		•••		•••	•••			61s.	**	"

(5) Time of Beginning and Ending Work.

Time of Ending.

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

5.45 p.m. on the other working days of the week. Time of Beginning. 7 30 a.m. 7.30 a.m.

(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 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 Fri ay, 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 acove-named holidays, the special rate shall only be payable for work done on the day so sub-tituted.

A Schedule of picco-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 crection or repair of buildings."

• There are Commonwealth awards for this occupation.

(145.) TUCKPOINTERS.

not less than 71s. 6d. per week of 44 hours.

Note.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District, as defined in the Factories and Shops Acts; the oities 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)

		Ar	PRENTIC	ES AND	MPROVE	39.				OTHER	Employees.	
lst year 2nd ,, 3rd ,, 4th ,,							20 27 40	f 44 rs.	Tuckpointers	••	ls. 7½d. per hour, o week of 44 hours	or 71s. 6d. per
receiving One in	apprentig not le IMPR improver	ice to ss tha overs to ev	every n 71s. 6 (Prope ery three	three or d. per we extraor Branch of 44	fraction sek of 44 ANY Exion of thr	hours.	ree wor					

(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, and all distances from Bendigo, Geelong, and Warrnambool

ALLOWANCES.—The following extra rates shall be paid to any persons wheresoever employedand all distances from a centre shall be computed

(4) ALLOWANCES.—The following extra rates shall be paid to any persons whereseever employed—
(a) On all work distant from the metropolitan centre 3 miles and up to 6 miles, ½d. per hour extra.
(b) On all work distant from the metropolitan centre over 6 miles and up to 16 miles, ½d. per hour extra.
(c) On all work distant from any other centre 3 miles and up to 6 miles, ½d. per hour extra.
(d) On all work distant from any other centre over 6 miles and up to 8 miles, ½d. 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. 7.45 a.m.

Times of Ending.
5.15 p.m. on each of five days of the week.
12.15 p.m. on the other working day of the week on which the half-holiday is usually 7.45 s.m. . . observed.

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.

Nore.—(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.

Determination.

121

			Apprenti	CES AND	IMPROV	ERS.			Àı	L OTHER	EMPLOY	ees.		wee	es per k of ours.
						Wages po	er week of lours.			3	Inies.				
						Male.	Female.	Cutters Machinista All othera	••	••	••	••	• •	65 57 55	d. 0 0 0
Ist y 2nd 3rd 4th 5th	/ear	••	••	• •	•	s. d. 10 6 16 6 25 0 35 0 45 0	s. d. 7 0 11 0 16 0 21 6 26 0	Cutters Machinista Pressers All others			males.	••	••	33 29 29 28	0 0 0
45 0 26 0							kers of the			Ï	ï	••		20	

(3) Time of Beginning and Ending Work Time of Beginning. The 7.50 a.m. . . 0.20 p.m. o

Time of Ending.

. 0.20 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. 7.50 a.m.

(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.

(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 Warrambool; 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 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.	
	25s. 30s. 35s. ctory or two or ving not	Wages.	seven or	Waoes. Workers engaged in making coffins of wrought timber for either polishing or varnishing	70s. per week of 48 hours. 66s. per week of 48 hours. 67s. per week of 50 hours. 62s. per week of 50 hours.
				employer's principal place of business, shall receive and that workers who live and work	20s. per week extra.
				at either principal or branch estab- lishments 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.

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.

(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 omployed 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 en Sundays (net 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.

(148.) WATCHMAKERS-continued.

(2)

	Apprentices or Impre	overs.		Oth	er Employees.	
WAGE	S PER WEEK OF 4	161 Hours.			Within the Metro-	District wherever
		APPRENTICES.	IMPROVERS.			this Determination Applies.
1st year's experience 2nd ,, ,, 3rd ,, ,, 4th ,, ,, 5th ,, ,,		7 6 12 6 15 0 25 0 32 6 42 6	10 0 15 0 25 0 35 0 40 0 55 0		Wages per week of 46½ Hours.	Wages per week of 46½ Hours.
PRO	PORTION (IN ANY		<u> </u>	Adults	75/-	72/-
Two apprentices to the not less than the minimum three such workers or fraction An indenture of apprent 1911.	n wage, and ther on thereof.	es or fraction the	entice to every			
	- Improvers.					1
One improves to every forwage.	-	ing not less that	the minimum			

(3) TIME OF BEGINNING AND ENDING WORK-

Time of Beginning.

Time of Ending.

l p.m. on the day on which the half-holiday is usually observed.
6 p.m. on the other working days of the week. 8 a.m. 8 a.m.

(4) OVERTIME .- All work done outside the hours specified as the times of beginning and ending work, or for any work done within

(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 persons.

Determination, namely:
(1) That on the 10th 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 per Week of 48 Hours. 1st year 9s. 2nd ,, 17s. 3rd ,, 25s. 4th ,, 31s. 5th ,, 37s. 6th ,, 44s.	Wages per Week of 48 Hours. Persons not provided for in the piece-work schednles employed— (a) in the making or repairing of basketware 65s. (b) on other work 67s. 6d.
Proportion (IN ANY FACTORY OR PLACE). Apprentices. 1 apprentice to 1, 2, or 3 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.	-
Improvers. 1 improver to 3 workers receiving not 2 improvers to 8 less than 65s. per and thereafter 1 improver to every 6	

(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 12.30 p.m. 7.45 a.m.

(4) OVERTIME .-

Within the times of beginning and ending work in excess of 48 hours in any week ...] Time and a quarter 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 God Friday, Eister 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 he 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 lixed 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, Goelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Gerlong 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 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 wile mattlesses," 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)	A pprentice	s or lmpr	overs.				Juven	ile Workers					Other Em	ployee	6.	1	
			Wages of 4	per v						er wen			W₄o	E8.			
1st year 2nd ,, 3rd	••	••	••	8. 12 17 22	d. 6 6	lst year 2nd ,, 3rd ,,	·		••	10 12 15	d. 0 6 0			Per	hour.		reek of ours.
4th ,, 5th ,, 6th ,,	(In any ta-	PORTION.	•••	27 32 42	6 6 6	Defin Person	rrion of	Juvenil. 21 years	Wor of ag	KERS	ther	Wire-workers Weavers All others		1 1 1	d. 51 51 31	70 70 63	d. 0 0 0
week of 48	prentice to kers receiving hours, inture of a	ng not le prentice	ss than	63s.	per	minding a	wifts, bla or mov	and impro- oking, paiding mate y, or going	nting, o	or oili paoki	ing,						
One im	ved on 4.1 lmp prover to ever the than 63s.	aovers. rery two	worker k of 48	s rec	eiv- rs.												

(3) TIME OF BEGINNING AND ENDING WORK :-

Time of Ending. Time of Beginning.

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-heliday is usually observed. 7.45 a.m. ..

For work done within the times of boginning and ending work in excess of 48 hours in any week

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, Geclorg, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geclorg 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—

(a) Carpenters, joiners, or box-makers;

(b) Stackers, sorters, loaders, or unloaders of sawn timber;

(c) Saw-mill, timber yard, box factory, or joiner's workshop employees,
(d) Woodworkers making articles not under the jurisdiction of any Special Board heretofore appointed or hereafter to be appointed."

(151.) WOODWORKERS-continued.

(1) That on the 14th day of October, 1918, the last previous Determination of this Board shall be revoked, and replace by this Determination.

			Wages po	r Week of lours.
Experience.			Appren-	lmprovers
lat y	ear		10s.	15s.
2nd	**		17s. 6d.	20s.
3rd	93	• •	25s.	30a.
4th	33	• •	32s, 6d,	40s.
5th	.,		40s.	47a. 6d.
6th	,,		478. 6.1.	

PROPORTION IN ANY FACTORY OR PLACE.

Apprentices.

One apprentice to every two or fraction of two workers receiving not less than 61s. per week of 48 hours.

Improvers.

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 hours.

An amended form of indenture of apprenticeship prescribed was approved on 9.2.15.

	Wages per Week of		Wages I Week o
Belt repairers or attendants (other	48 Hours.	Persons employed at-	40 Hell
than machinists or sawyers at- tending to or repairing their own		Removing first cuts off logs (but not persons carrying light	
belts)	64s.	material from crosscut saws;	61s.
Pelt sanders	65s.	Removing lathing material	61s.
Box-makers	65s.	Shaping machine	745.
Stock doors not larger than		Spoke planer	68s. 68a.
Stock doors not larger than 7' x 3' x 2", double insertion		Spoke turning	68s.
moulded or ledge only; stock		Stacking boxes	61s.
sashea not larger than 6' x 3'		Tenoning machine	68s.
x 11", or stock frames for same;	İ	Timber bending	68a.
field gates, picket gates; hurdles;		Turning logs on skids for gang	co.
ladders; step ladders; skirt-		frames Veneer lathes cutting veneer for	62a.
ironing boards; shirt-ironing boards; boot-cutting boards;		ply wood, who grind their	
tailor's cutting boards; paste		own knives or cuttera	70a.
boards; clothes horses; fly-		Veneer lathes cutting vencer for	
wire doors; fly-wire windows;		ply wood, who do not grind	
tree guards; dog kennels; wheel-		their own knives or cutters	66s.
barrows; water closets (other	68s.	Veneer glucing machines Veneer lathes and glucing ma-	64s.
than preparing pedestal seats) Carpenters (all other)	80s.	chines as assistants and per-	
Coaters	70s.	sons carrying ply wood, bund-	
Dogger-up on band-saw carriages	64s.	ling, or placing same in crates	61s.
Electrical crane-worker	66a.	Polishers	70s.
Gauger on band saw carriages	64a.	Pullers-out at leading saw benches	62s.
Glaziers	66s.	Pullers-out at re-cut band saw or	a1 -
Joiners	80s. 61s.	any other saw benches Saw doctors—	61s.
Lever-men on disappearing cross-	019.	Log or recutting band saw,	
cut saws	64s.	sharpening for one machine	83s.
All other lever-men	628.	Log or recutting band saw,	
Log pond men	61s.	sharpening for more than one	
Machiniats (box-lacing)	65s.	machine	91s.
Machinists (box-nailing)	65s. 62s. 6d.	Other saw doctors, i.e., persons	
Machinists (box-printing) Machinists (emery-paper)	65s.	who braze, hammer, straighten, and put saws in perfect	
Machinists (emery-paper) Machinists (pressing ply wood)	62s.	working order	80s.
Machinists (aand)	658.	working order Saw sharpeners Saw (band) slabbers Sawyer (crossout)	68s.
Machinists not otherwise provided		Saw (band) slabbers	68a.
for	64s.		65a.
Ordermen	66a.	Sawyers (horizontal shingling)	65s.
Mantelpiece makers	70s. 64s.	Sawyers (breaking down) Sawyers (roller re-cut band), not	68 s.
Packers	66a.	brazing or sharpening their own	
		saws, if blade does not exceed	
Persons employed at-		3" in width	66a.
Boring machine	64a.	Sawyers (roller re-cut band), brazing	
Boult'a carver	748.	or sharpening their own saws, if	-
Bundling lining beards and	60-	blade does not exceed 3" in width	71s.
weatherboards Buzzer	62s. 68s.	Sawyers (roller re-cut band) if blade exceeds 3" in width	728.
Carrying light material from	000.	Sawyers (band or jig) not brazing or	120,
cross-cut saws	61s.	sharpening their own saws	66s.
Cleaning up sawdnst	61s.	Sawyers (band or jig) brazing or	
Cleaning up shavings	61 s.	sharpening their own saws	71s.
Copying lathe	68s.	Sawyers (circular) cutting less than	
Cranes (overhead, steam, or	63a.	7½" deep Sawyers (circular) outting 7½" deep	65s.
electric) slinging timber Door-planing machine	63s.	or over	68s.
General joiner machine	718.	Sawyers (circular) preparing timber	VO8.
Mortising machine	64s.	for moulding machine or detail	
Moulding machine, or two or		work	68s.
three or four side planer, who		Sawyers (gang frame) cutting less	
grind their own knives or	70	than 18" deep	66s.
cutters	73s.	Sawyera (gang frame) outting 18"	CO.
Moulding machine, or two or three or four side planer, who		deep or over Smiths	68s.
mare or rour side planer, who		Strikers	61s.
do not grind their own knives	68s.	Ct - 1	66a.
do not grind their own knives	68s. 61s.		

Other Employees.

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 dover 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 auitable timber for manufacture in a joiner's shop.

Time of Beginning.
(3) Time of Beginning 7.30 a.m...
AND ENDING WORK 7.30 a.m... Time of Ending.
.. 5.15 p.m. on each of the five ordinary working days in the week .. I p.m. on Saturday.

(151.) WOODWORKERS-continued.

(4) Overtime.—The following rates shall be paid for all work done:—
Within the honrs fixed as the time of beginning and ending work in excess of 48 hours in any week ... Time and a quarter

On Saturday-On any other day-Earlier than 5.30 a.m. Earlier than 5.30 a.m. Double time. Double time. Between 5.30 a.m. and 7.30 a.m. Time and a quarter.

Between 4.30 p.m. and 4.30 p.m. Time and a laft.
Between 4.30 p.m. and 4.30 p.m. Time and a half.
Between 4.30 p.m. and midnight Double time. (5) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, Good Friday, Christmas Day, Eight Hours

Between 5.15 p.m. and 7 p.m. Between 7 p.m. and 9 p.m. Between 9 p.m. and midnight Time and a half. Double time

Day (21st April).

Day (21st April).

Time and a half shall be the special rate for all work done on New Year's Day, Foundation Day (26th January), 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.

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

(152.) WOODWORKERS (COUNTRY).

Note.—This Determination applies to the following parts of Vietoria, namely:—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 Warranmbool; 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 20.1.10, so that it can now "determine the lowest prices or rates which may be paid to any person (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—

(a) Carpenters, joiners, or boxmakers;

(c) Sawmill, timber yard, hox factory, or joiner's workshop employees;
(d) Woodworkers making articles not under the jurisdiction of any Special Board heretofore appointed or he eafter to be appointed."

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

(2)

Experience.	Wages per Week of 48 Hours.					
	Appren- tices.	Improvers.				
lst six months 2nd ,, 2nd year 3rd ,, 4th ,, 5th ,, 6th ,,	7s. 6d. 10s. 15s. 20s. 27s. 6d. 35s. 40s.	Under 17 years of age, 20s. 17 years of age, 26s. 18 years of age, 32s. 19 years of age, 38s. 20 years of age, 44s.				

PROPORTION IN ANY FACTORY OR PLACE.

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 four workers up to 24 workers, and thence one improver to every additional eight workers receiving not less than 'Os. per week of 48 hours.

Other	Emp	loyecs

	Wages per Week of 48 Hours.		Wages per Week of 48 Hours
Belt repairers or attendants		Pullers out—	
(other than machinists or		At mosquito henches	60s.
sawyers attending to or re-		At leading saw benches (in bush	
pairing their own belts)	62s.	saw mills—single-handed)	75s.
Box-makers	62s.	All others	64s.
Bush carpenters, and persons		Saw doctors—	
making—Stock doors not		Log or re-cutting band saw,	
larger than 7' x 3' x 2", double		sharpening for one machine	80s.
insertion moulded or ledge		Log or re-cutting hand saw,	
only; stock sashes not larger		sharpening for more than one	
than 6' x 3' x $1\frac{1}{2}$ ", or stock		machine	88s.
frames for same; field gates;		Other saw doctors, i.e., persons	
picket gates; hurdles; ladders;		who braze, hammer, straighten,	
step ladders; skirt-ironing		and put saws in perfect working	
boards; shirt-ironing boards;		order	77s.
boot-cutting boards; tailor's		Saw sharpeners	65s.
cutting boards; paste boards;		Saw (band) slabbers, herizontal	65s.
clothes horses; fly wire doors;		Bush sawyers, who sharpen saws	84s.
fly-wire windows; tree guards;		Bush sawyers, who do not sharpen	70-
dog kennels; wheelbarrows;		Sawyer (crosscut)	79s.
water closets (other than pre-	65s.	1 6 - 1 1 1 1 1 1 1	658.
paring pedestal seats) Carpenters (all other)	75s.	Sawyers (horizontal shingling)	65s.
Carpenters (all other) Dogger-up on band-saw carriages		Manufet banking down/	66s. 65s.
Gauger on band-saw carriages	62s.	Mesquito bench sawyers	008.
TT	62s.	Sawyers (roller re-cut band), net brazing or sharpening their own	
1. '	75s.	saws, if blade does not exceed	
Y	61s.	3" in width	63s.
Machinists not otherwise pro-	013.	Sawyers (roller re-cut band), brazing	000.
rided for	62s.	or sharpening their own saws, if	
Mantelpiece makers	67s.	blade does not exceed 3" in width	689.
Millwrights	75s.	Sawyers (roller re-cut band) if blade	000.
Millwrights	63s.	exceeds 3" in width	69s.
Persons employed at-	003.	Sawyers (band or jig) not brazing or	008.
Boult's carver	71s.	allo amonto de la Alacta Indiana antica	63a.
Buzzer	65s.	Sawyers (band or jig) brazing or	000.
Buzzer Copying latho	65s.	sharpening their own saws	68s.
Door-planing machine	65s.	Sawyers (eircular) cutting less than	003.
General joiner machine	68s.	7½" deep	62s.
Moulding machine, or two or	555.	Sawyers (circular) cutting 7½" deep	0
three or four side planer,		or over	65s.
who grind their own knives		Sawyers (circular) preparing timber	
or entters	70s.	for moulding machine or detail	
Moulding machine, or two or		work	65s.
three or four side planer,		Sawyers (gang frame) cutting less	
who do not grind their own		than 18" deep	63s.
knives or cutters	65s.	Sawyers (gang frame) cutting 18"	
Shaping machine	71s.	deep or over	65s.
Spoke planer	65s.	Smiths	688.
Spoke throater	65s.	Spotters	70s.
Spoke turning	65s.	Tallymen	63s.
Tenoning machine	65s.	Woodturners	678.
Timber bending	65s.	All others	60s.

(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... ... l 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

Between 1 p.m. and 5.30 p.m. on Saturday or the day on which the weekly half-holiday is observed

Later than 5.30 p.m. or earlier than 7.30 a.m. on any working day

...

Time and a quarter.

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 Huurs Day (21st April), but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed 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, Budigo, 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 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.								
	-					er week of					Wa	ges pe	rr week (of
					Maie.	Female					Day 8	hift.	Night :	Shift.
lat J 2nd 3rd 4th 5th 6th	POAF H H H H	Proro	 	 	s. d. 13 6 16 6 20 0 23 0 28 6 35 0	14 (17 (19 (21 (i.)))))))))))))))))))	l'ower Loom Tuners— hirst year's experience as a pow Second year's experience as a pow And theresfter Assistant foreman spinner Assistant foreman carder Man in charge of wool scouring an machines Man in charge of Willey house Fettler	ver loom to	ner 	s. 65 68 73 69 69	d. 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	8. 75 78 83 79 79 76 76 74	d 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
of th An en 21	e same indent lat Apri	sex receivence of apil, 1911.	Impro	e or fraces than thip preservers.	tion of the the minin scribed wa	um wage s approve	ed	Male warper Female warper Power loom weavers All other adult males All other adult females			64 36 39 63 33	0 6 0 0	74 49 73	0

(3) SHIFTS. -That-

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

_	_			DAY SHIFT.			
Monday to Friday Saturday				Time of beginning. 7.30 a.m. 7.30 a.m.	Time of ending. 5.30 p u. 12 noon		
Monday to Thursday	•••	***	•••	6 p.m.	NIOHT SHIFT.		

⁽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.

(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 dout time the special rate for all work done on New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christin Day, Boxing Day, but if any day be by Act of Parliament or Proclamation substituted for any of the above-named public holiday 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 all 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 pe son employed at any work for which the Board has not fixed piece-work prices, but has fixed a minimum was provided that such employer shall tase such piece-work prices on the earnings of an average worker working under like conditions, a 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 worker working under like conditions.



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