

SECTION X.—CHANGES IN RATES OF WAGE.

1. **General.**—The collection of information regarding changes in rates of wage throughout the Commonwealth dates from the 1st January, 1913, and the statistical results for the first complete year (1913) were published in Labour Report No. 5, pp. 62-70. The annual figures for the year 1914, together with complete figures for the year 1915, were published in Labour Report, No. 6, pp. 85-99. Details relating to all changes in rates of wage recorded for each quarter of the years 1913, 1914, 1915 and the first three quarters of the year 1916 were published in Labour Bulletins Nos. 5 to 15 respectively. The annual figures for the year 1916, as well as the particulars concerning changes recorded during the fourth quarter of that year, are given in the following tables.

(i.) *Definition of a Change in Rate of Wage.*—For the purpose of these statistics a change in rate of wage is defined as a change in the weekly rates of remuneration of a certain class of employees, apart from any change in the nature of the work performed or apart from any revision of rates due to increased length of service or experience. It is obvious that under this definition certain classes of changes are excluded, such, for example, as (a) changes in rates of pay due to promotion, progressive increments, or, on the other hand, to reduction in pay or grade to inefficient workers, and (b) changes in average earnings in an occupation due to a change in the proportions which higher paid classes of workers bear to lower paid classes. Each single change recorded relates to a change in the rates of wage effected in a specific industry or calling, and includes any and all changes to workers in that industry, irrespective of the different number of separate occupations or trades affected. Further, it should be observed that in some instances a change may relate to the employees of a single employer or to those of a number of employers, according to the instrument or method operating to bring about the change. In a few instances a number of separate instruments, all of which have not necessarily affected rates of wage, but all of which relate to a specific industry or craft, are grouped and taken as a single change. This course is adopted in order to obviate a multiplicity of changes affecting only a small number of workers in each instance. Particularly is this significant with respect to the large number of industrial agreements filed under the Commonwealth Conciliation and Arbitration Act by the Federated Engine Drivers' and Firemen's Association. In these instances each batch of industrial agreements as filed has been taken as representing a single change in the rates of wage to members of that craft.

(ii.) *Sources of Information.*—Primary information merely as to the fact that a change in rate of wage has occurred is obtained through the following channels :—(a) The Commonwealth and State Industrial Registrars and the Chief Inspector of Factories in each State ; (b) Reports from Labour Agents and Correspondents ; (c) Quarterly reports from Secretaries of Trade Unions ; (d) Returns relating to industrial disputes which resulted in changes in rates of wage ; (e) Reports in newspapers, labour and trade reviews, and other publications.

(iii.). *Collection of Particulars concerning Changes.*—On the occurrence of a change in rate of wage, forms* (prescribed under the Census and Statistics Act 1905) are issued to employers' associations (if any) and also to the secretaries of the trade unions, the members of which are affected by the change. In certain cases forms are also issued, if necessary, to individual employers. The particulars which have to be inserted in these forms furnish information regarding the occupations of the workers affected, the number of workers in each occupation, the rates of wage paid before and after the change, the locality affected, and the date on which the change took effect. Information must also be furnished regarding employers and employers' associations concerned, if any, and the method by which the change was effected.

When the forms are returned from the various persons who are required to fill them in, the returns are checked and compared with each other and with copies of awards, determinations, and agreements. In all cases when the information furnished on the forms is incomplete or unsatisfactory further inquiries are made, and the figures checked by reference to Census results, industrial statistics, factory reports, etc.

(iv.).—*Summary of Particulars Tabulated.*—The particulars† thus obtained are summarised under the following headings:—(a) Number of workpeople affected; (b) the total net amount of increase‡ in the weekly wage distribution; (c) the consequential average increase per week to each of the workpeople affected; (d) the method by which the change was brought about; and (e) if effected with or without a stoppage of work. As regards the number of persons affected, the particulars summarised refer to the total number of persons ordinarily engaged in the specific industry or calling. As to the total net amount of increase in wages this is computed for a full week's work for all persons ordinarily engaged in the specific industry or calling, and includes particulars of any decreases effected. In cases of changes in the minimum rates of wage payable under awards or determinations of industrial tribunals, it has ordinarily been assumed (in the absence of any definite information to the contrary) that the whole of the workers in each designated occupation received the minimum rates of wage before and after the change.

It should be clearly understood that the *computations* (amount of increase per week) do not relate to the increase each week, but only to the increase in a single week on the assumption that the full number of persons ordinarily engaged in the particular trade or occupation affected by the change is employed during that week. It is obvious, therefore, that the aggregate effect per annum cannot be obtained without making due allowance for unemployment and for occupations in which employment is seasonal or intermittent. It is also obvious that since unemployment and activity in all branches of industry may vary from year to year and in many branches from season to season also, no accurate estimate of the actual effect of the changes in the total amount of wages received or paid *per annum* can be made, until the determining factors have been investigated. These factors are (a) the amount of unemployment, and (b) the period of employment in seasonal industries.

* As these forms are issued under the authority of the Census and Statistics Act 1905, it is compulsory upon prescribed persons to furnish the information required.

† In each of the quarterly Bulletins since the beginning of the year 1915 a summary is included, giving the following particulars with respect to each change in rate of wage:—(a) Locality, industry and occupations affected; (b) date from which change took effect; (c) approximate number of workpeople affected (male and female separately); (d) method by which change brought about; and (e) brief information as to the extent of the change.

‡ After making allowance for any decreases involved.

Further, it may be pointed out that the aggregate of the particulars given in the Labour Bulletins relating to each of the four quarters of any year, will not necessarily agree with those given in the annual figures published for that particular year. This is due to the inclusion, as far as possible, in the annual figures of particulars of all changes effected within the year. In some instances the advice of a change is not received in time to allow the full particulars relating thereto being collected and included in the Labour Bulletin for the last quarter of the year. These particulars are subsequently included in the annual tabulations.

2. Numbers and Effect of Changes in each State for 1913, 1914, 1915 and 1916.—The following table gives particulars relating to all changes in rates of wage, recorded for each State, Territory, and the Commonwealth during the years specified. It should be observed that changes brought about by awards and agreements under the Commonwealth Conciliation and Arbitration Act 1904-15 are necessarily included hereunder as changes in each State to which such awards and agreements apply. The total net amount of increase per week, set out, is subject to the qualifications mentioned in the fourth paragraph of the preceding sub-section. The average increase per head per week is computed to the nearest penny.

Changes in Rates of Wage.—Number and Effect of Changes in each State and Territory, 1913, 1914, 1915 and 1916.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	P.C.T.	C'with.
No. of Changes	1913 149 1914 185 1915 169 1916 377	81 69 87 168	41 50 60 134	26 18 31 98	20 42 25 42	12 19 24 37	.. .. 3 4	.. .. .. 4	329 384* 401† 870‡
No. of Persons Affected	1913 89,618 1914 56,469 1915 109,280 1916 242,564	40,254 29,876 39,087 119,878	16,645 20,198 22,804 72,079	4,574 5,624 10,206 40,925	3,036 8,309 2,661 5,848	3,005 4,202 3,147 7,232	.. .. 185 258	.. .. 185 157	166,132 125,218* 197,410† 492,487‡
Total Net Amount of Increase per week	1913 £21,789 1914 £13,558 1915 £29,525 1916 £56,835	£9,880 £6,683 £8,078 £30,566	£3,702 £5,128 £6,398 £40,451	£1,279 £1,941 £3,539 £1,930	£428 £2,423 £562 £1,440	£635 £804 £778 £1,980	.. .. £87 £88	.. .. .. £40	£37,718 £30,685* £51,905† £142,923‡
Average Increase per Head per week	1913 4s. 10d. 1914 4s. 10d. 1915 5s. 5d. 1916 4s. 8d.	4s. 6d. 4s. 6d. 4s. 2d. 5s. 1d.	4s. 5d. 5s. 1d. 5s. 7d. 11s. 3d.	5s. 7d. 6s. 11d. 6s. 11d. 4s. 10d.	2s. 10d. 5s. 9d. 4s. 3d. 4s. 11d.	4s. 3d. 3s. 9d. 4s. 11d. 5s. 6d.	.. .. 9s. 5d. 6s. 10d.	.. .. .. 5s. 1d.	4s. 6d. 4s. 11d.* 5s. 3d.† 5s. 10d.‡

* Including one change (common to all States) brought about by agreement made pursuant to Section 24 of the Commonwealth Conciliation and Arbitration Act. † Including two changes (common to all States), which resulted in an increase in wages of £2938 per week to 19,900 workpeople. ‡ Including six changes (common to all States), which resulted in an increase in wages of £1593 to 3540 workpeople. The particulars relating to the number of workpeople who were affected by these changes, and the net amount of increase per week in each State were not ascertainable.

In point of number of changes in each State, New South Wales has been first, Victoria second, and Queensland third, in each of the years specified. Some little variation has occurred in the position of the remaining States. The relative position of the States in point of the numbers of workers affected in each year is, of course, largely due to the magnitude of the different industries and callings in which changes took place.

Included in the particulars contained in the foregoing table are those relating to five decreases during the year 1914, seven during the year 1915, and eight during the year 1916. The States in which these decreases were recorded were in 1914, New South Wales three, Victoria one, and Tasmania one, affecting 272 persons in all, and a decrease of £59

per week; in 1915 New South Wales two, Tasmania two, and in Victoria, South Australia, and Western Australia one each, affecting in all 494 workers to the extent of a decrease of £81 per week. Of the eight decreases recorded during 1916 in rates of wage, six affected workpeople in New South Wales, one in Victoria and one in Western Australia. The total number of persons affected was 1730, and the amount of decrease per week was £286.

The number of changes recorded during the year 1916 was 870, a number greatly in excess of the changes recorded during any previous year since the systematic collection of statistical information regarding changes in rates of wage was undertaken by the Bureau. The number of workpeople affected was 492,487, and the total net amount of increase per week was £142,923. These figures greatly exceed those for any previous year, as will be seen on comparing them with the figures for the next highest year, 1915, when the number of workpeople affected by changes was 197,410, and the net amount of increase per week was £51,905. The

Changes in Rates of Wage, Number and Effect of Changes in each

Particulars.	INDUSTRIAL GROUP.							
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing	VII. Building.	VIII. Mines, Quarries, etc.
New South Wales—								
Number of Changes	13	40	59	8	14	52	8	27
Number of Persons affected ..	6,361	18,034	15,073	9,730	4,469	21,309	13,183	34,523
Amount of Increase per week £	1,671	3,115	4,337	1,976	781	0,094	4,641	7,686
Victoria—								
Number of Changes	0	13	18	6	7	32	0	0
Number of Persons affected ..	4,264	3,704	8,454	18,810	4,507	8,751	13,792	14,280
Amount of Increase per week £	704	1,106	2,493	4,339	1,187	2,064	3,847	5,881
Queensland—								
Number of Changes	7	10	11	1	2	12	12	14
Number of Persons affected ..	3,585	1,892	11,060	946	290	1,408	6,356	7,924
Amount of Increase per week £	1,353	793	8,704	218	95	351	2,476	2,973
South Australia—								
Number of Changes	4	7	13	2	4	13	7	3
Number of Persons affected ..	1,537	3,200	2,746	625	944	1,793	3,428	3,588
Amount of Increase per week £	460	1,648	646	139	207	591	1,175	562
Western Australia—								
Number of Changes	1	1	7	1	..	1	1	7
Number of Persons affected ..	34	12	668	130	..	58	130	724
Amount of Increase per week £	8	2	109	35	..	15	39	138
Tasmania—								
Number of Changes	1	3	2	3	..	4	3	7
Number of Persons affected ..	330	570	170	677	..	195	370	2,260
Amount of Increase per week £	59	170	34	151	..	52	138	578
Northern Territory—								
Number of Changes .. .. .	..	..	..	..	..	..	2	1
Number of Persons affected ..	..	..	..	..	..	..	177	21
Amount of Increase per week £	..	..	..	..	..	..	57	9
Federal Capital Territory—								
Number of Changes .. .. .	..	..	..	..	..	1	1	..
Number of Persons affected ..	..	..	..	..	..	23	100	..
Amount of Increase per week £	..	..	..	..	..	5	27	..
Commonwealth—								
Number of Changes	35	74	107	21	27	108	37	63
Number of Persons affected ..	16,111	27,412	38,471	30,918	10,210	34,037	37,536	63,308
Amount of Increase per week £	4,255	6,894	10,383	6,858	2,270	9,172	12,400	17,327

† Including six changes effected either by an Award or an Industrial Agreement under the numbers affected in each State, are not ascertainable.

average increase per head per week for 1916 was 5s. 10d., as compared with 5s. 3d. during 1915; 4s. 11d. during 1914, and 4s. 6d. during the year 1913. The increase during the year 1916 in the number of changes, workpeople, and wages was not confined to any one particular State, as all States shewed correspondingly large increases when compared with the preceding years.

3. **Number and Effect of Changes in Rates of Wage in each State Classified according to Industrial Groups, 1916.**—In the following table particulars are given as to the number and effect of changes in rates of wage in 1916, in each State, classified according to the fourteen industrial groups adopted by this Bureau for the classification of current rates of wage, industrial disputes, etc. Particulars concerning changes in rates of wage during the years 1913, 1914 and 1915, classified according to industrial groups, were published in Labour Report, No. 6, pp. 88-91.

State and Territory, classified according to Industrial Groups, 1916—cont.

INDUSTRIAL GROUP.							PARTICULARS.
IX. Rail and Tramway Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellane- ous.	COMMONWEALTH.	
34	18	23	4	8	60	377	New South Wales—
46,674	8,020	8,004	1,016	7,502	48,104	242,564	Number of Changes
9,917	2,500	1,339	281	1,583	10,914	56,835	Number of Persons affected
							Amount of Increase per week
5	2	4	2	1	51	168	Victoria—
18,265	7,600	475	600	440	17,950	119,878	Number of Changes
3,017	1,825	140	162	122	3,619	39,560	Number of Persons affected
							Amount of Increase per week
7	7	5	2	2	42	134	Queensland—
6,427	2,245	570	12,590	1,130	15,746	72,079	Number of Changes
1,732	809	172	15,575	192	5,008	49,451	Number of Persons affected
							Amount of Increase per week
13	4	5	1	1	21	98	South Australia—
12,766	1,367	243	259	460	7,978	40,925	Number of Changes
2,515	148	145	100	47	1,547	9,920	Number of Persons affected
							Amount of Increase per week
4	..	..	1	1	17	42	Western Australia—
320	..	..	1,100	350	2,322	5,848	Number of Changes
105	..	..	340	72	517	1,440	Number of Persons affected
							Amount of Increase per week
2	..	..	1	..	11	37	Tasmania—
1,074	..	..	800	..	780	7,232	Number of Changes
164	..	..	460	..	234	1,680	Number of Persons affected
							Amount of Increase per week
..	..	1	..	..	..	4	Northern Territory—
..	..	60	..	..	..	258	Number of Changes
..	..	22	..	..	..	88	Number of Persons affected
							Amount of Increase per week
..	..	..	..	..	2	4	Federal Capital Territory—
..	..	..	..	..	34	157	Number of Changes
..	..	..	..	..	8	46	Number of Persons affected
							Amount of Increase per week
64	31	441	11	13	186	8214	Commonwealth—
33,528	19,232	12,8981	16,266	0,882	92,980	492,4874	Number of Changes
17,450	5,282	3,4171	16,858	2,016	21,847	142,9231	Number of Persons affected
							Amount of Increase per week

Commonwealth Conciliation and Arbitration Act, the particulars of which, in respect to the

It should be observed that industrial awards and agreements filed under the provisions of the Commonwealth Arbitration and Conciliation Act, which extend in their operation to more than one State, are counted as a change in each State affected. This is necessary in order that the total number of changes in each State may be obtained. The particulars for the whole Commonwealth, however, record each award and agreement once only. For example, an award affecting a section of the Commonwealth Public Service is operative in each State, and is accordingly included in the State table as a change in each State, but in the total for the Commonwealth the award is recorded as one change only. The totals of the changes recorded as operating in each State are, therefore, in some cases in excess of the totals given for the Commonwealth. On the other hand an award affecting the Inter-State Marine Merchant Service (Seamen, Stewards, and Pantrymen, etc.), where the persons affected are not working solely in any one State, the award is not recorded as a change operating in each State, but is added to the number of changes for all States.

Of the 821 changes recorded during the year, 1916, no less than 186 affected workpeople engaged in occupations and industries classified in Group XIV. (Miscellaneous). The principal changes, according to the number of workpeople affected, included in this group were those which affected permanent clerical officers in the Commonwealth service, postal assistants, telegraph and telephone construction and maintenance men, letter carriers, mail officers and telegraphists in all States; shop assistants, engine-drivers, shire council employees, clerks and office assistants, policemen and storemen and packers in New South Wales; shop assistants, storemen and packers, engine-drivers, fuel and fodder employees, and sewerage and waterworks' labourers in Victoria; shop assistants, municipal employees, warehouse clerks, sewerage and waterworks' employees and engine-drivers in Queensland; shop assistants, school teachers, labourers and general workers employed by the State Government and storemen and packers in South Australia; and wood cutters and shop assistants in Western Australia. Railway employees in all States received increases in rates of wage during the year. In the manufacturing industries the principal changes affected workpeople following the undermentioned occupations:—In New South Wales, coachmakers gas workers, brick, tile and pottery makers, engineers, steelworkers, electrical workers, boilermakers, textile workers, shirtmakers, boot makers, tailors and tailoresses and soap and candle makers; in Victoria, brickmakers, fellmongers, boiler-makers, tinsmiths, electrical workers, farriers, clothing makers, shirtmakers, printers, bookbinders, bootmakers, knitters, hosiery and textile workers, cardboard box makers, and rubber workers; in Queensland, sugar workers, confectioners, engineers, ironworkers, bootmakers, furniture makers, sawmillers, and woodworkers; in South Australia, engineers, bootmakers, sawmillers, printers, carriage builders, brickmakers, flourmillers, and tinsmiths; and in Tasmania engineers and textile workers. Other important changes during the year gave increased rates of wage to shearers and pastoral workers, hotel and restaurant employees, caretakers and office cleaners, lift attendants, carters, trolley and draymen, motor drivers, tramway employees, meat industry employees, harbour and river employees, mental and other hospital attendants, marine stewards and cooks, masters and engineers, builders' labourers, carpenters, painters, plumbers and plasterers. It will

be observed from the above comprehensive list of occupations that important changes affecting large numbers of workpeople in each group occurred during the year under review. In addition to the occupations mentioned, many changes occurred in other avenues of employment, but the number of workpeople affected by such changes was not large. In Labour Bulletins Nos. 13, 14 and 15, tabular statements shewing the changes in rates of wage recorded during the first three quarters of the year have been published. In this issue a similar statement is furnished shewing the changes which were recorded during the fourth quarter of the year.

4. **Changes in Rates of Wage in Female Occupations. Number and Effect of Changes in each State, 1913-1916.**—Included in the changes in rates of wage recorded in the tables on pages 451 to 453, are those which in the whole or part thereof affected female occupations. Particulars in respect to these changes in so far as they relate to the numbers of female workers affected, etc., are set out hereunder.

(i.) *Changes in Rates of Wage according to States.*—In the following table particulars are given of the effect of changes in rates of wage to female workers, as recorded for each State during the years 1913 to 1916 inclusive.

Changes in Rates of Wage.—Female Occupations.—Effect of Changes in each State, 1913-1916.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'WLTH.
NUMBER OF PERSONS AFFECTED.							
1913	6,148	4,562	550.	958	..	1,480	13,698
1914	7,096	4,232	570	..	783	30	13,311
1915	11,588	3,065	1,033	399	73	360	16,518
1916	16,915	20,211	3,954	*1,348	179	347	42,954
NET AMOUNT OF INCREASE PER WEEK.							
	£	£	£	£	£	£	£
1913	1,107	563	55	152	..	123	2,000
1914	1,400	542	73	..	266	7	2,288
1915	2,550	506	148	108	17	48	3,377
1916	3,480	3,680	577	*162	26	43	7,977
AVERAGE INCREASE PER HEAD PER WEEK.							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1913	3 7	2 6	2 0	3 2	..	1 8	2 11
1914	3 8	2 7	2 7	..	6 9	4 8	3 5
1915	4 5	3 4	2 10	5 5	4 8	2 8	4 1
1916	4 1	3 8	2 11	2 5	2 11	2 6	3 9

* Including effect of one change which affected 9 female employees in the Northern Territory.

It will be seen that the number of females affected by changes in rates of wage during the year 1916, is greatly in excess of the number recorded during any previous year. The most notable increase is in Victoria. In all States, with the exception of Western Australia and Tasmania, the numbers affected shew increases. In the tabular statements published in Labour Bulletins Nos. 13, 14 and 15, and also in this issue details are furnished concerning the changes recorded during the year 1916.

(ii.) *Changes in Rates of Wage in Female Occupations according to Industrial Groups.*—The particulars set out in the immediately preceding table are further analysed and classified according to the industrial groups in which the changes took place in each State. Similar information for the years 1913, 1914 and 1915 was published in Labour Report No. 6, pp. 93-94.

Changes in Rates of Wage.—Female Occupations in each State classified according to Industrial Groups, 1916.

PARTICULARS.	INDUSTRIAL GROUP.													
	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manu- facturing.	IX. Rail and Train Services.	XI. Shipping, etc.	XII. Pastoral Agri- cultural, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	All Groups.		
New South Wales—														
Number of Persons affected	125	..	540	4,510	2,030	843	9	13	..	1,781	7,064	16,916		
Amount of Increase per week £	88	..	91	761	342	145	2	1	..	450	1,644	3,480		
Victoria—														
Number of Persons affected	198	29	1,344	12,864	1,440	1,482	..	..	100	40	2,714	20,311
Amount of Increase per week £	25	3	198	2,808	203	190	..	..	22	7	233	3,689
Queensland—														
Number of Persons affected	..	..	340	430	..	..	..	..	..	200	2,978	3,954
Amount of Increase per week £	..	..	41	54	..	..	..	..	..	20	462	577
South Australia—														
Number of Persons affected	40	20	110	195	225	..	3	..	..	400	346	1,339
Amount of Increase per week £	6	5	7	26	28	..	1	..	..	39	44	158
Western Australia—														
Number of Persons affected	..	..	..	40	..	..	..	..	..	120	19	179
Amount of Increase per week £	..	..	..	8	..	..	..	..	..	15	3	26
Tasmania—														
Number of Persons affected	30	..	..	300	..	6	..	..	..	..	11	347
Amount of Increase per week £	7	..	..	33	..	1	..	..	..	..	2	43
Northern Territory—														
Number of Persons affected	..	..	..	..	..	..	..	..	..	9	..	9
Amount of Increase per week £	..	..	..	..	..	..	..	..	..	6	..	6
Commonwealth—														
Number of Persons affected	303	49	2,334	18,345	3,695	2,331	12	13	100	2,550	13,132	42,954		
Amount of Increase per week £	76	8	337	3,690	573	336	3	1	22	543	2,388	7,977		

Of the total number of female employees (42,954) who were affected by changes in rates of wage during the year, 18,345 were engaged in the manufacture of clothing, hats, etc. (Group IV.); 13,132 in various occupations classified in Group XIV. (Miscellaneous); 3695 were employed in printing and bookbinding establishments (Group V.); 2550 were working in hotels, restaurants, etc. (Group XIII.), while 2334 were engaged in the preparation or distribution of food and drink (Group III.). In the other groups, with the exception of Group VI. (Other Manufacturing), the number who received increased wages during the year was comparatively small.

5. Changes in Rates of Wage classified according to Methods by which Effected, 1914-1916.—The particulars contained in the foregoing tables in this Section are herein classified for each State, and for the Commonwealth according to the methods by which the changes in rates of wage were arranged.* In the first of these tabulations the aggregate

* The methods whereby changes in rates of wage are effected, have been classified by this Bureau under the seven headings specified in the following table. In some instances more than one method is adopted as a means to effect the attained result. In those instances the method actually in operation at the time the change is determined is taken for the purpose of classification.

figures for the Commonwealth are given for each of the years 1914, 1915 and 1916, irrespective of whether the change was effected "without a stoppage of work" or "after a stoppage of work." In the subsequent tables these characteristics are applied, and separate details are given in respect to each State and the Commonwealth, for the year 1916.

It should be observed that the particulars given for each State include the number and effect of each change recorded for each separate State, whereas the aggregate particulars for the Commonwealth are based on the number of changes effected according to the industrial group tables given on pages 452-453. The result is due to the inclusion of changes effected by awards or industrial agreements under the Commonwealth Conciliation and Arbitration Act, in the total only, irrespective of the number of States to which such changes may apply.

Provision is not included in the existing industrial statutes in Victoria and Tasmania for the registration of industrial agreements.

(i.) *Changes in Rates of Wage and Methods by which effected, Commonwealth, 1914-1916.*—Comparative particulars are contained in the following table, of the total number and effect of all changes in rates of wage brought about throughout the Commonwealth during the years indicated, as a result of the application of one or other of the specified methods.

Changes in Rates of Wage classified according to Methods by which Effected, Commonwealth, 1914-1916.

Methods by which Changes were Effected.	Number of Changes.			Number of Work-people Affected.			Total Net Amount of Increase per wk.		
	1914	1915	1916	1914	1915	1916	1914	1915	1916
By voluntary action of employers	12	21	51	3,042	17,727	55,560	£ 478	£ 3,941	£ 10,831
By direct negotiations	57	63	175	8,357	11,599	46,633	2,509	2,872	12,114
By negotiations, intervention or assistance of third party	1	20	9	60	2,587	4,984	18	598	1,518
By award of Court under Commonwealth Act	5	9	17	21,412	16,386	40,978	7,451	4,317	14,965
By agreement registered under Commonwealth Act	31	14	30	3,180	11,620	25,081	953	3,080	6,800
By award or determination under State Act	197	202	467	87,131	123,531	305,340	18,719	34,290	94,005
By agreement registered under State Act	62	36	72	2,036	8,066	13,911	563	2,812	2,690
Total*	365	365	821	125,218	197,416	402,487	30,685	51,905	142,023

* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act is counted as one Change only, although such Award or Agreement may be operative in more than one State. See also remarks on page 449 with respect to the inclusion of a number of Industrial Agreements filed under the provisions of the Commonwealth Act, being recorded as a single change only.

Of the results as set out in the above table, the most notable is the increase in the number of changes in rates of wage which were granted voluntarily by employers or brought about by direct negotiations between representatives of employers and employees, without the assistance of any third party. The number of changes in rates of wage effected by Award or Determination under State Industrial Act was 467, approximately 57 per cent. of the total number recorded during the year. The number of awards made by the Commonwealth Arbitration Court also shews a considerable increase when compared with previous years.

(ii.) *Changes in Rates of Wage and Methods by which Effected in each State and Territory, 1916.*—The following tables set out particulars of the results of all changes in rates of wage which were recorded for the year 1916, according to the method by which the changes were effected. The particulars relating to changes effected with or without a stoppage of work are given separately, and include those involving any decrease in rates of wage. For comparative information for the year 1913, see Labour Report, No. 5, pp. 68 and 69, and for the years 1914 and 1915 see Labour Report No. 6, pp. 97-99.

Changes in Rates of Wage—Methods by which Effected, 1916.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
New South Wales—			£			£			£
By voluntary action of employers	12	18,348	4,024	..	..	..	12	18,348	4,024
By direct negotiations ..	38	18,820	4,171	21	2,001	518	59	20,821	4,689
By negotiations, intervention or assistance of third party ..	..	..	..	2	128	43	2	128	43
By award of court under Commonwealth Act ..	11	15,254	4,608	..	..	..	11	15,254	4,608
By agreement registered under Commonwealth Act ..	5	13,504	2,963	..	..	..	5	13,504	2,963
By award under State Act ..	243	164,344	38,951	3	672	200	246	165,016	39,151
By agreement registered under State Act ..	38	3,426	912	4	6,067	445	42	9,403	1,357
TOTAL	347	233,690	55,629	30	8,808	1,200	377	242,504	50,836
Victoria—									
By voluntary action of employers	13	15,788	2,450	..	..	..	13	15,788	2,450
By direct negotiations ..	33	7,676	1,608	7	1,325	464	40	9,001	2,062
By negotiations, intervention or assistance of third party ..	1	24	2	1	98	15	2	122	17
By award of court under Commonwealth Act ..	10	15,749	6,668	..	..	..	10	15,749	6,668
By agreement registered under Commonwealth Act ..	14	6,145	2,092	2	91	27	16	6,236	2,119
By determination under State Act ..	87	72,982	17,250	..	..	..	87	72,982	17,250
TOTAL	158	118,364	30,070	10	1,514	496	168	119,878	30,566
Queensland—									
By voluntary action of employers	3	2,543	789	..	..	..	3	2,543	789
By direct negotiations ..	15	5,523	1,930	7	2,561	1,307	22	8,084	3,237
By negotiations, intervention or assistance of third party ..	1	1,926	242	1	500	325	2	2,426	567
By award of court under Commonwealth Act ..	5	2,236	765	1	170	34	6	2,406	799
By agreement registered under Commonwealth Act ..	4	1,796	564	..	..	..	4	1,796	564
By award under State Act ..	80	51,100	33,348	1	140	35	81	51,240	33,383
By agreement registered under State Act ..	14	2,125	712	2	1,453	400	16	3,578	1,112
TOTAL	122	67,255	38,350	12	4,824	2,101	134	72,079	40,451
South Australia—									
By voluntary action of employers	16	16,374	2,930	..	..	..	16	16,374	2,930
By direct negotiations ..	23	6,060	1,197	3	380	141	26	6,440	1,338
By negotiations, intervention or assistance of third party ..	1	948	340	..	..	..	1	948	340
By award of court under Commonwealth Act ..	9	5,114	2,070	..	..	..	9	5,114	2,070
By agreement registered under Commonwealth Act ..	8	664	227	..	..	..	8	664	227
By award or determination under State Act ..	30	10,487	2,878	1	600	60	31	11,087	2,938
By agreement registered under State Act ..	5	210	46	2	88	32	7	298	78
TOTAL	92	39,857	9,097	6	1,068	233	98	40,025	9,930

Changes in Rates of Wage. Methods by which effected, 1916—continued.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
Western Australia—									
By voluntary action of employers	2	40	14	..	..	..	2	40	14
By direct negotiations	10	535	157	4	192	49	14	718	206
By negotiations, intervention or assistance of third party	..	..	..	1	560	151	1	560	151
By award of court under Commonwealth Act	4	820	196	..	..	..	4	820	196
By registered agreement under Commonwealth Act	3	324	52	..	..	..	3	324	52
By award under State Act	10	1,744	338	1	1,109	340	11	2,844	678
By agreement registered under State Act	7	542	143	..	..	..	7	542	143
TOTAL	36	3,096	900	6	1,852	540	42	5,848	1,440
Tasmania—									
By voluntary action of employers	5	2,467	615	..	..	..	5	2,467	615
By direct negotiations	9	773	158	..	..	..	9	773	158
By negotiations, intervention or assistance of third party	1	800	400	..	..	..	1	800	400
By award of court under Commonwealth Act	6	816	150	..	..	..	6	816	150
By agreement registered under Commonwealth Act	5	211	52	..	..	..	5	211	52
By determination under State Act	11	2,165	605	..	..	..	11	2,165	605
TOTAL	37	7,232	1,980	..	..	..	37	7,232	1,980
Northern Territory—									
By direct negotiations	2	147	63	..	..	..	2	147	63
By award of court under Commonwealth Act	1	90	16	1	21	9	2	111	25
TOTAL	3	237	79	1	21	9	4	258	88
Federal Capital Territory—									
By direct negotiations	2	49	11	..	..	..	2	49	11
By award of court under Commonwealth Act	2	108	29	..	..	..	2	108	29
TOTAL	4	157	40	..	..	..	4	157	40
All States—									
By direct negotiations	1	600	350	..	..	..	1	600	350
By award of court under Commonwealth Act	1	600	420	..	..	..	1	600	420
By agreement registered under Commonwealth Act	4	2,346	823	..	..	..	4	2,346	823
TOTAL	6	3,546	1,593	..	..	..	6	3,546	1,593
Commonwealth*—									
By voluntary action of employers	51	55,560	10,831	..	..	..	51	55,560	10,831
By direct negotiations	133	40,174	9,645	42	6,459	2,469	175	46,633	12,114
By negotiations, intervention or assistance of third party	4	3,608	984	5	1,286	534	9	4,934	1,518
By award of court under Commonwealth Act*	15	40,787	14,922	2	191	43	17	40,978	14,965
By agreement registered under Commonwealth Act*	28	24,900	6,773	2	91	27	30	25,031	6,800
By award or determination under State Acts	461	302,828	93,370	6	2,512	635	467	305,340	94,005
By agreement registered under State Acts	64	6,303	1,813	8	7,608	877	72	13,911	2,690
TOTAL*	756	474,340	138,338	65	18,147	4,585	821	492,487	142,923

* In this section of the table an Award or Agreement under the Commonwealth Conciliation and Arbitration Act or the Commonwealth (Public Service) Arbitration Act is counted as one change only, although such Award or Agreement may be operative in more than one State.

6. Comparative Summary of Changes in Quarterly Periods during 1915 and 1916.—The following table gives particulars of changes in rates of wage in each State and Territory and the Commonwealth for the four quarters of the years 1915 and 1916.

Changes in Rates of Wage.—Number and Effect of Changes in each State, and for the Commonwealth, during Quarterly Periods, 1915 and 1916.

State.	No. of Changes.				No. of Persons Affected.				Total Amount of Net Increase per Week.				Average Increase per Head per Week.			
	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.
1915.																
N.S.W.	7	37	45	80	1,375	12,433	14,181	31,271	£ 250	£ 3,509	£ 3,671	£ 22,095	s. 3	d. 7	s. 5	d. 8
Vic.	3	14	23	47	158	2,785	12,380	23,764	85	491	2,844	4,668	10	9	3	6
Q'land	6	7	19	23	2,070	1,540	8,830	10,424	511	241	2,202	3,444	4	11	3	2
S.A. . . . .	..	3	3	25	..	706	411	9,039	..	100	78	3,352	..	3	1	3
W.A.	1	8	2	14	14	1,235	207	1,145	7	219	53	233	10	0	3	7
Tas. . . . .	..	4	4	16	..	138	1,098	1,911	..	74	237	437	..	10	9	4
Nort. Terr. . . . .	..	1	..	2	..	150	..	35	..	78	..	9	..	10	5	..
C'wealth	17	74	96	214*	3,617	18,987	37,167	137,639	853	4,721	9,115	37,216	4	9	5	0
						†	†	*†				*				
1916.																
N.S.W.	63	108	94	112	65,785	56,413	69,946	50,420	14814	13427	14671	13923	5	2	4	0
Vic.	60	40	28	40	52,705	15,152	16,072	35,949	15400	3,838	3,844	7,684	5	10	4	10
Q'land	28	30	42	34	14,234	20,395	25,680	11,740	4,660	7,430	2,058	3,697	6	0	7	3
S. Aust.	17	24	23	34	6,180	13,183	15,100	6,524	1,193	3,317	2,017	1,998	3	11	5	10
W.A.	10	9	8	15	1,047	1,019	1,544	2,238	273	229	443	496	5	4	4	5
Tas.	9	3	7	13	2,568	1,163	803	2,098	615	327	242	796	4	9	7	6
Nort. Terr.	1	2	..	1	60	177	21	9	..	22	57	9	7	6	6	5
F. C. Terr. . . . .	..	1	2	1	..	100	49	8	..	27	11	2	..	5	5	4
C'wealth	188	225	206	251	142,588	108,797	130,195	116,007	36,987	29,725	47,020	29,191	5	2	5	6
					†	*†	*†	*†				*				

* Including the effect of one or more changes brought about either by an award of the Commonwealth Arbitration Court or by an industrial agreement made pursuant to Section 24 of the Commonwealth Conciliation and Arbitration Act, particulars of which in respect to the number of workpeople affected and the total amount of increased weekly wages in each State are not ascertainable.

† Including number of workers affected by a decrease in rates of wage.

7. Number and Magnitude of Changes in each State, 4th Quarter, 1916.—The following table gives particulars of changes in rates of wage recorded in each State during the fourth quarter of the year 1916, together with comparative information for the Commonwealth for the preceding quarter of the current year and the corresponding quarter of the year 1915. Information concerning changes in rates of wage which came into force prior to the 1st October, is included in the following tables, as the particulars regarding such changes were not available in time for inclusion in results recorded in previous Bulletins.

Changes in Rates of Wage.—Number of Changes and Persons Affected, Aggregate Net Amount of Increase per Week, and Net Average Increase per Head per Week in each State and Territory, 4th Quarter, 1916.

PARTICULARS.	N.S.W	Vic.	Q'ld.	S.A.	W.A.	Tas.	N.T. & F.C.T.	COMMONWEALTH.		
								4th Q'ter, 1916	3rd Q'ter, 1916	4th Q'ter, 1915
No. of Changes	112	40	34	34	15	13	1	*251	†208	†214
No. of Persons Affected	50,420	35,949	11,740	6,524	2,238	2,698	8	110,907	130,195	137,639
Total Net Amount of Increase per week £	13,923	7,684	3,697	1,998	496	796	2	29,191	47,020	37,216
Net Average Increase per Head per week	5s. 6d.	4s. 3d.	6s. 4d.	6s. 2d.	4s. 5d.	5s. 11d.	5s. 0d.	5s. 3d.	7s. 3d.	5s. 5d.

* Including particulars of changes which involved a decrease in rates of wage.

† Including one or more changes brought about either by an award or variation of an award of the Commonwealth Arbitration Court, or by an industrial agreement made pursuant to Section 24 of the Commonwealth Conciliation and Arbitration Act, particulars of which in respect to the number of workpeople affected and the total net amount of increased weekly wages in each State are not ascertainable.

From the above table it may be seen that the number of changes in rates of wage which were recorded for the whole Commonwealth during the fourth quarter of the year 1916, numbered 251. Included in this number are certain changes, particulars of which were not available for inclusion in the results of changes previously recorded, and in other instances the changes, though brought about subsequent to the 1st October, 1916, were made to operate from retrospective dates. The 251 changes resulted in an aggregate net addition of £29,191 to the weekly wage distribution to the 110,907 workpeople affected thereby, and an average increase in weekly wage of 5s. 3d. per head. The number of changes recorded for each State and Territory was as follows :—New South Wales, 112; Victoria, 40; Queensland, 34; South Australia, 34; Western Australia, 15; Tasmania, 13; Federal Capital Territory, 1; and 2 affecting marine stewards and pantrymen and wireless operators, the effects of which were common to all States. Since the collection and tabulation of these statistics was first undertaken by this Bureau, this quarterly aggregate is the highest which has been recorded. Included in the 251 changes in the above table were 53 which wholly or partly applied to female occupations.

In the following table particulars are set out for males and females separately, as to the number affected by changes in each State, the total amount of increased wages involved each week and per head respectively :—

Changes in Rates of Wage.—Number of Persons Affected, Aggregate Net Amount of Increase per Week, and Net Average Increase per Head per Week in each State and for the Commonwealth, 4th Quarter, 1916.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T. & F.C.T.	C'with.
MALE OCCUPATIONS.								
No. of Persons Affected	41,930	31,450	11,421	6,105	2,059	2,651	8	96,984*
Total Net Amount of Increase per week £	11,960	7,140	3,647	1,940	470	703	2	26,547*
Net Average Increase per head per week	5s. 3d.	4s. 6d.	6s. 5d.	6s. 4d.	4s. 7d.	5s. 11d.	5s. 0d.	5s. 6d.

* Including 1380 workers affected by two changes, the effect of which is common to all States.

Changes in Rates of Wage.—Number of Persons Affected, Aggregate Net Amount of Increase per Week, and Net Average Increase per Head per Week in each State and for the Commonwealth, 4th Quarter, 1916 (continued).

Particulars.	N.S.W.	Vic.	Q'ld.	S.A.	W.A.	Tas.	N.T. & F.C.T.	C'with
FEMALE OCCUPATIONS.								
No. of Persons Affected ..	8,490	4,499	319	419	179	17	..	19,923
Total Net Amount of Increase per week £	1,963	544	50	58	26	3	..	2,644
Net Average Increase per head per week	4s. 7d.	2s. 6d.	3s. 2d.	2s. 9d.	2s. 11d.	3s. 6d.	..	3s. 10d.

It will be seen by the above figures that 96,984 males, and 13,923 females were affected by changes in rates of wage recorded during the fourth quarter. The average increase per week for each male employee was 5s. 6d. ; while female employees received increases averaging 3s. 10d. per head per week.

8. Number and Magnitude of Changes in Rates of Wage, classified according to Industrial Groups, 4th Quarter, 1916.—The following table gives particulars of changes in rates of wage recorded during the fourth quarter of the year 1916, classified according to the following industrial groups :—

Changes in Rates of Wage.—Number of Changes and Persons Affected, and Aggregate Net Amount of Increase per week, according to Industrial Groups, 4th Quarter, 1916.

Industrial Group.	No. of Changes.	No. of Persons Affected.	Net amt of Increase per week.	Industrial Group.	No. of Changes.	No. of Persons Affected.	Net amt of Increase per week.
I. Wood, Furniture, Timber, etc.	10	3,760	1,320	IX. Rail and Tramway Services	17	24,601	£ 4,657
II. Engineering, Metal Works, etc.	14	5,033	1,598	X. Other Land Transport	7	745	244
III. Food, Drink, Tobacco, etc.	29	9,727	2,862	XI. Shipping, etc.	16	2,840	1,249
IV. Clothing, Hats, Boots, etc.	5	3,680	710	XII. Pastoral, Agricultural, etc.	3	1,256	521
V. Books, Printing, etc.	5	3,226	901	XIII. Domestic, Hotels, etc.	4	963	208
VI. Other Manufacturing	23	7,945	2,278	XIV. Miscellaneous	62	31,333	7,314
VII. Building	13	12,699	4,844				
VIII. Mining, Quarrying, etc.	8	3,009	485				
				TOTAL { 4th Quarter, 1916	†*219	110,907	39,191
				3rd Quarter, 1916	*206	130,195	47,020
				4th Quarter, 1915	*214	137,639	37,216

* Including particulars of changes which involved a decrease in rates of wage.

† In this table a change brought about by an Award or Agreement under the Commonwealth Conciliation and Arbitration Act, although operative in more than one State, is counted as one change only.

It will be seen from the above table that 62 of the 219 changes recorded during the fourth quarter of the year were classified in Groups XIV. (Miscellaneous). The occupations and industries included in this group comprise, amongst others, permanent clerical officers in the Commonwealth Service, telegraphists, postal assistants, telegraph and telephone

construction and maintenance men, school teachers, warders, shop assistants, storemen and packers and municipal employees. Approximately 28 per cent. of the total number of workpeople affected by the changes recorded during October, November and December, were classified in Group XIV. The following groups were next in order, according to the number of changes:—Group III. (Food, Drink, etc.); Group VI. (Other Manufacturing); Group IX. (Rail and Tramway Services); Group XI. (Shipping, etc.); Group II. (Engineering, etc.); and Group VII. (Building). Workpeople employed in the various branches of the railway and tramway services to the number of 24,691 benefited to the extent of £4657 per week. The most important of these increases affected employees in the railway services of Victoria, Queensland and South Australia.

Changes in Rates of Wage.—Female Occupations.—Number of Changes and Persons Affected, and Aggregate Net Amount of Increase per week, according to Industrial Groups, 4th Quarter, 1916.

Particulars.	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	IX. Rail and Tramway Services.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous	All Industrial Groups.
Number of changes	2	1	7	4	2	7	2	3	25	53
Number of persons affected	115	20	744	2,090	900	525	12	183	9,334	13,923
Total net amount of increase per week £	32	5	128	398	123	100	3	25	1,831	2,644

The majority of the female employees who were affected by changes in rates of wage recorded during the fourth quarter were engaged in occupations and industries classified in Group XIV. (Miscellaneous), no less than 9334 or 67 per cent. being classified in this Group. Female employees engaged in the undermentioned occupations received increases in rates of wage during the quarter under review:—school teachers, hospital attendants, public servants (clerks), laundry employees, carpet workers, office cleaners, shirtmakers, tailoresses, shop assistants, postal assistants, aerated water factory employees, textile workers, leather workers, pottery workers, chemists' employees and railway employees in New South Wales; clothing factory employees, public servants (clerks), Mental Hospital attendants, harness makers, boot saleswomen, cardboard box makers, grocery manufacture employees, postal assistants, drapery saleswomen, paper bag makers, bookbinders, printing employees and hairdressers in Victoria; public servants (clerks), postal assistants, shop assistants and musicians in Queensland; clerks, school teachers, bedding makers, shop assistants, grocery manufacture employees, postal assistants and tinsmith's assistants in South Australia; public servants (clerks and postal assistants), bootmakers and cooks and waitresses in Western Australia and postal assistants and harness makers in Tasmania.

9. **Particulars of Changes in Rates of Wage Recorded during 4th Quarter, 1916.**—In the subjoined tabular statement, particulars are summarised of each change in rates of wage recorded during the fourth quarter of the year 1916, shewing (a) the locality, industry and occupation affected; (b) the date on which the change came into operation; (c) the approximate number of persons affected; (d) the method by which each change was brought about; and (e) brief particulars of the resulting effect on the existing rates of wage.

Particulars of Changes in Rates of Wage recorded during the 4th Quarter, 1916.

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
N. S. Wales.					
<i>Rozelle*</i> — Chemical Manu- facture— Superphosphate and Chemical Workers.	1st Jan. 1916.	250	..	Industrial agreement under State Act.	Increase of 6s. per week.
<i>Coast of N.S.W.*</i> Shipping— Marine Engineers.	1st Jan., 1916.	2	..	Do.	Increase of £3 per month.
<i>Harbour and Coastal Rivers of N.S.W.*</i> Public Works Dept. and Harbour Trust Dredge Workers.	10th Jan. 1916.	431	..	Do.	Increases ranging from 2s. 3d. to 13s. 10d. per week.
<i>Whole State, excluding Co. of Yancowinna.*</i> Ironworking— Machinists, Cement Washers & Others.	1st April, 1916.	50	..	Award of Industrial Court on Appeal.	Increase of 3s. per week.
<i>East Coast of Australia*</i> Shipping— Marine Engineers.	1st July, 1916.	65	..	Award of Common- wealth Arbitration Court.	Increases ranging from £1 12s. 6d. to £3 4s. per month.
<i>Camperdown.*</i> Royal Prince Alfred Hospital— Various Occu- pations.	1st July, 1916.	70	50	Industrial agreement under State Act.	Increases to males ranging from 5s. to 14s. 6d. per week; to females from 2s. 6d. to 6s. per week.
<i>Whole State*</i> — Commonwealth Public Service— Permanent Clerical Officers.	1st July, 1916.	787	24	Award of Common- wealth Arbitration Court.	Increases ranging from £5 to £20 per per annum.
Penal Department— Warders and Others.	1st July, 1916.	208	13	Voluntary action of State Government.	Increases to males ranging from £6 to £18 per annum; fe- males £6 per annum
Education Dept.— School Teachers.	1st July, 1916.	610	4,285	Do.	Increases ranging from £6 to £24 per annum for males and females.
<i>Western Coalfields.*</i> Coal Mining— Blacksmiths.	5th July, 1916.	20	..	Industrial agreement under State Act.	Increase of 8s. per week.

* Particulars not available in time for inclusion in results of changes recorded previously.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—cont.

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
<i>N. S. Wales—cont.</i>					
<i>Metropolitan Area*</i> Piano Trade— Carters and Motor Waggon Drivers.	10th July, 1916.	40	..	Industrial agreement under State Act.	Increase of 5s. per week.
<i>Sydney.*</i> Harbour Trust— Ballast Wheelers.	14th Aug. 1916.	12	..	Do.	Increase of 5s. per week.
<i>Newcastle.*</i> Steam Laundry— Starchers and Others.	18th Aug., 1916.	..	23	Do.	Increases ranging from 2s. to 5s. per week.
<i>Pyrmont.*</i> Sugar Refining— Fugalmen.	18th Aug., 1916.	60	..	Award of Industrial Board.	Increase of 1s. 6d. per week.
<i>Whole State.*</i> Woollen Mills— Adult Males.	18th Aug., 1916.†	400	..	Do.	Minimum wage raised from 52s. 6d. to 54s. per week.
<i>Sydney.*</i> State Railways— Gas-makers.	22nd Sept. 1916.	8	..	Voluntary action of Commissioner for Railways.	Increase of 1s. 3d. per day.
<i>Southern Coalfields.*</i> Coal Mining— Blacksmiths.	30th Sept. 1916.	17	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increase of 6s. 6d. per week to black- smiths, and of 3s. 3d. to picksharpen- ers.
<i>Newcastle.</i> "Morning Herald." Journalists.	1st Oct.	9	..	Industrial agreement under State Act.	Increase of 5s. per week.
<i>Whole State.</i> Experimental Farms— Farm Hands and Others.	1st Oct.	306	..	Direct negotiations between repre- sentatives of em- ployer and em- ployees.	Average increase of 3s. per week.
<i>Whole State.</i> Pastoral— Woolclassers.	1st Oct.	150	..	Industrial agreement under State Act.	Increase on time rates of 10s. per week.
<i>Sydney—</i> Bind Institution— Basket, Mat and Brush Makers.	3rd Oct.	16	..	Voluntary action of employer.	Average increase about 4s. per week.
<i>Metropolitan Area.</i> Shipping— Casual Clerks.	6th Oct.	350	..	Award of Industrial Board.	Increase from 1s. 6d. to 1s. 9d. per hour.
<i>Metropolitan Area and Newcastle.</i> Carpot Trade— Cutters, Planners, and Others.	6th Oct.	95	76	Do.	Increase to males of 10s., and to females of 7s. per week.

* See footnote on page 464 ante. † Award of 24/11/16 provided that minimum wage be increased as above from 18/8/16 until date of Award.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916.—*cont.*

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
N. S. Wales—cont.					
<i>County of Cumberland Newcastle and Maitland</i> Bacon Curing— Curers and Others.	6th Oct.	50	..	Award of Industrial Board.	Adult minimum wage raised from 50s. and 52s. 6d. to 54s. per week.
<i>Whole State, excluding Co. of Yancowinna</i> Office Cleaning, etc. Cleaners, Lift At- tendants, and Gate- keepers.	6th Oct.	1,070	10	Do.	Adult minimum wage raised from 52s. and 53s. 6d. to 54s. per week.
Buttermaking— Assistants and Others.	6th Oct.	60	..	Do.	Increase from 48s. and 52s. 6d. to 54s. per week.
<i>Sydney.</i> "Sunday Times"— Rotary Machinists and Others.	7th Oct.	16	..	Industrial agreement under State Act.	Increases ranging from 5s. to 12s. 6d. per week.
<i>Broken Hill.</i> State Railways and and Tramways— Fettlers.	7th Oct.	4	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees after stop- page of work.	Increase of 3s. per week.
<i>Whole State, excluding Co. of Yancowinna.</i> Shirtmaking— Shirtmakers.	9th Oct.	..	900	Award of Industrial Board.	Average increase about 3s. per week.
<i>County of Cumberland and Newcastle.</i> Building— Metal Ceiling Fixers.	13th Oct.	60	..	Do.	Increase of 8s. per week.
<i>Cessnock.</i> Aberdare and Aber- dare Extended Collieries— Wheelers.	13th Oct.	74	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees after stop- page of work.	Increase of 1-16th. on tonnage rate.
<i>Whole State, excluding Co. of Yancowinna.</i> <i>Metropolitan Area and Newcastle.</i> Retail Trade— Shop Assistants.	13th Oct.	150	..	Award of Industrial Board.	Increases of 4s. and 9s. per week.
<i>Whole State, excluding Co. of Yancowinna.</i> Various— Storemen and Packers.	13th Oct.	240	..	Do.	Average increase about 9s. per week.
<i>County of Cumberland.</i> Retail Stores— Storemen and Packers.	13th Oct.	70	..	Do.	Increase: Storemen 4s. and packers, 1s. 6d. per week.
<i>Hitchener.</i> Aberdare Central Colliery— Bricklayers.	13th Oct.	8	..	Direct negotiations between employers and employees after stoppage of work.	Increase of 6d. per day.

Particulars of Changes in Rates of Wage during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males	Females.		
<i>N. S. Wales—cont.</i> <i>Whole State, excluding Co. of Yancowinna, and Newcastle.</i> Tailoring— Tailors, Tailoresses and Others.	20th Oct.	500	250	Award of Industrial Board.	Average increase to males of 7s. 6d. per week, and to females of 6s. per week.
<i>County of Yancowinna</i> Retail Trade— Shop Assistants.	20th Oct.	240	60	Do.	Average increase to males of 10s. per week, and to females of 8s. per week.
<i>East Greta.</i> E. Greta Coal Mining Co. Ltd.— Engine Drivers and Others.	22nd Oct.	61	..	Direct negotiations between representatives of employer and employees.	Increases ranging from 1s. 6d. to 7s. 6d. per week.
<i>Lithgow and Vale of Chisild.</i> Brickmaking— All Occupations.	23rd Oct.	59	..	Voluntary action of employers.	General increase of 3s. per week.
<i>Metropolitan Area and Newcastle.</i> Retail Trade— Shop Assistants.	27th Oct.	200	..	Award of Industrial Board.	Increases of 1s. 6d. and 6s. per week.
<i>County of Yancowinna</i> Baking and Pastry-cooking— Bakers and Pastry-cooks.	30th Oct.	40	..	Do.	Increases to adults, 10s., and 20s. per week; apprentices 6s. per week.
Baking Trade— Bread Carters.	30th Oct.	10	..	Do.	Increase of 10s. per week.
<i>Broken Hill.*</i> Building— Painters and Decorators.	1st Nov.	25	..	Do.	Increase of 6s. per week.
<i>Metropolitan Area.</i> Transport— Commercial Buggy Drivers.	1st Nov.	120	..	Do.	Increases of 7s. 6d. and 10s. per week.
<i>Whole State.†</i> Postal Department Postal Assistants and Others.	1st Nov.	1,082	67	Awards of Commonwealth Arbitration Court.	Increases ranging from £6 to £25 per annum.
<i>Whole State, excluding Counties of Cumberland and Yancowinna.</i> Aerated Water Trade— Female Occupations.	3rd Nov.	..	40	Award of Industrial Board.	Increases ranging from 7s. to 2s. per week.
<i>Whole State, excluding Co. of Yancowinna.</i> Electrical Trade— Shift Electricians and Others.	3rd Nov.	1,200	..	Do.	Increases ranging from 8s. to 12s. per week.
Wine and Spirit Trade— Collarmon and Others.	3rd Nov.	180	40	Do.	Increases to adult males 2s. 6d., boys and improvers 2s., adult females 2s. per week.

* Award rescinded by Industrial Court on 2nd February, 1917. † Combined effect of three awards delivered on the 8th September.

Particulars of Changes in Rates of Wage during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	Date from which Change took Effect	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
N. S. Wales—<i>cont.</i>					
<i>County of Northumberland, excluding District of Woy Woy.</i> Retail Butchering— All Occupations.	3rd Nov.	330	..	Award of Industrial Board.	Increases ranging from 5s. to 12s. 6d. per week.
<i>County of Cumberland.</i> Boiling Down— Bone Millers and and Others.	3rd Nov.	410	..	Do.	Increase to adults of 7s. 6d. per week; to boys and youths of 2s. 6d. to 5s. 6d. per week.
<i>Whole State.</i> State Railways— Carriage Builders.	3rd Nov.	524	14	Do.	Increases of 1s. 6d. and 2s. to males; to upholstresses 1s. per week.
<i>Whole State.</i> Woollen Mills— Textile Workers.	6th Nov.	600	900	Do.	Increases to adult males of 1s. 6d. to 6s. per week; adult females of 5s. and juniors of 2s. 0d. per week.
<i>Metropolitan Area.</i> Ferrying— Firemen and Floor- men.	10th Nov.	300	..	Do.	Increase of 4s. per week.
<i>County of Cumberland.</i> Milk Industry— Pasteurisers and and Others.	10th Nov.	580	..	Do.	Average increase about 3s. per week.
Wholesale Butcher- ing— Casing Cleaners and Others.	10th Nov.	150	..	Do.	Increases to adults of 7s. 6d. and 8s. per week; boys 7s. 6d. per week.
Transport— Trace Boys.	10th Nov.	15	..	Do.	Increases ranging from 5s. to 15s per week.
<i>Sydney.</i> "Truth and Sportsman."— Compositors and Others.	13th Nov.	13	..	Industrial agreement under State Act.	Increases ranging from 5s. to 10s. per per week.
<i>Metropolitan Area.</i> Aerated Water Trade— Female Occupa- tions.	16th Nov.	..	50	Voluntary action of employers.	Increases ranging from 1s. to 5s. per week.
<i>Whole State, excluding Co. of Yancowinna.</i> Meat Packing— Packers.	17th Nov.	40	..	Award of Industrial Board.	Increase of 2 1s. 7d. per week.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr, 1916.—cont.

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
<i>N. S. Wales—cont</i>					
<i>County of Cumberland.</i> Gold Storage— Gold Storage and Ice Hands.	17th Nov.	600	..	Award of Industrial Board.	Increases ranging from 4s. to 5s. per week.
Wholesale Butcher- ing— Carters.	17th Nov.	150	..	Do.	Increases ranging from 4s. to 9s. per week.
<i>Metropolitan Area and Newcastle.</i> Building— Builders' Labourers	17th Nov.	100	..	Do.	Increases of 2s. and 6s. per week. Only a section of em- ployees affected.
<i>Newcastle.</i> Sewer Building— Sewer Workers.	17th Nov.	240	..	Do.	Increase of 6s. per week.
<i>County of Cumberland.</i> Fuel Distribution— Wood and Coal Labourers.	17th Nov.	120	..	Do.	Increase of 5s. per week.
<i>Sydney.*</i> Local Authority— Various Occupations.	17th Nov.	306	..	Do.	Average increase ? about 8s. per week.
<i>County of Cumberland.</i> Wholesale Butchering— Slaughter House Employees.	1st Dec.	40	..	Do.	Increases ranging from 7s. 6d. to 20s. per week.
<i>Whole State.</i> Saddle and Harness Making— All Occupations.	1st Dec.	800	100	Industrial agreement under Common- wealth Act.	Increase to males of 6s. per week; fe- males 2s. per week.
State Tramways— Steam Tram Motor Drivers.	1st Dec.	118	..	Award of Industrial Board.	Increases ranging from 1s. to 7s. 6d. per week.
<i>Coast of N.S.W.</i> Illawarra and Sth. Coast Steam Navi- gation Co.— Masters and Officers.	1st Dec.	8	..	Award of Common- wealth Arbitration Court.	Increase of £3 per month.
<i>Port of Sydney.</i> Shipping— Casual Clerks.	1st Dec.	60	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Average increase about 6s. per week.
Permanent Wharf Clerks.	1st Dec.	50	..	Do.	Increases ranging from 2s. 6d. to 10s. 6d. per week.
<i>Whole State.</i> Various State Departments— Temporary Clerks.	1st Dec.	400	..	Do.	Increase from 10s. to 12s. per day.
<i>County of Cumberland.</i> Meat Industry— Carters.	5th Dec.	160	..	Award of Industrial Board.	Increase of 7s. per week.

* Award rates paid as from 1st. March, 1916.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr, 1916.—*cont.*

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
<i>N.S. Wales—cont.</i>					
<i>Sydney.</i> Stove Manufacture— Fitters.	6th Dec.	5	..	Direct negotiations between employer and employees after stoppage of work.	Increase of 10 per cent. on piece rates.
<i>Whole State.</i> State Railways— Coach Painters.	8th Dec.	296	..	Award of Industrial Board.	Increases ranging from 1s. 6d. to 14s. per week.
<i>County of Cumberland.</i> Powlterers and Assistants.	8th Dec.	90	..	Do.	Increase to adults of 7s. 6d. per week; to boys 6s. per week.
<i>Whole State, excluding Co. of Yancowinna.</i> Pith, Cane and Bamboo Working— Pith-cane and Bamboo Workers.	8th Dec.	140	..	Do.	Increases to adults 6s. per week, apprentices average 5s. per week.
<i>County of Cumberland and Newcastle.</i> Building— Carpenters and Joiners.	8th Dec.	7,000	..	Do.	Increase of 8s. per week.
<i>Neewes.</i> Commonwealth Oil Corporation— Labourers and Others.	11th Dec.	34	..	Award of Court on Appeal.	Increase of 1s. 6d. per week.
<i>Sydney.</i> R. Richards & Sons Ltd.— Slaughterhouse Carters.	12th Dec.	40	..	Industrial agreement under State Act.	Increase of 6s. 6d. per week.
<i>County of Cumberland.</i> Pottery and Tile Manufacture— All Occupations.	15th Dec.	220	15	Award of Industrial Board.	Average increase of 6s. 2d. and 5s. 6d. per week for males and females re- spectively.
Roofing Tile Manufacture— All Occupations.	15th Dec.	120	..	Do.	Increases ranging from 3s. to 7s. 6d. per week.
<i>Whole State, excluding Co. of Yancowinna.</i> Wickerworking— Wickerworkers and Repairers.	15th Dec.	40	..	Do.	Increase of 6s. per week.
<i>Newcastle.</i> State Railways— Crane Drivers.	15th Dec.	287	..	Award of Court on Appeal.	Increase of 4s. 6d. per week.
<i>Whole State, excluding Counties of Cumber- land, Northumberland, Yancowinna and the South Coast District.</i> Bread Baking— Bakers and Bread Carters.	15th Dec.	1,000	..	Award of Industrial Board.	Increases to bakers, 5s. to 15s. per week; bread carters, 6s. to 15s. per week.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—cont.

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
<i>Whole State, excluding Co. of Yancowinna.</i> Venetian Blind Manufacture— Blind Makers' Assistants.	15th Dec.	70	..	Award of Industrial Board.	Increase of 5s. 6d. per week.
<i>Sydney.</i> Local Authority— Electrical Workers.	15th Dec.*	322	..	Do.	Average increase about 10s. per week
<i>Whole State, excluding Counties of Cumberland and Yancowinna and District of Newcastle</i> Sawmilling— Labourers and Others.	15th Dec.	200	..	Do.	Minimum wage raised from 52s. to 54s. per week.
<i>Metropolitan Area.</i> Retail Trade— Grocers.	15th Dec.	1,200	..	Do.	Increases ranging from 1s. to 3s. per week.
<i>Whole State, excluding Co. of Yancowinna.</i> Wholesale Drug Stores— Storemen and Packers.	15th Dec.	75	5	Do.	Increases to males 3s. and 3s. 6d. per week; females 3s. 6d. per week.
<i>County of Cumberland.</i> Billposting— Billposters.	17th Dec.	50	..	Do.	Increase of 3s. 6d. per week.
<i>Whole State, excluding Co. of Yancowinna.</i> Building— Painters, Paperhangers and Decorators.	20th Dec.	2,500	..	Award of Industrial Court on Appeal.	Increase of 7s. per week.
Wireworking— Wireworkers.	22nd Dec.	50	..	Award of Industrial Board.	Increase of 6s. per week.
<i>Port Waratah.</i> Broken Hill Steel Works— Steelworkers and Others.	22nd Dec.	1,500	..	Award of Industrial Court.	Average increase about 4s. 10d. per week.
<i>Whole State, excluding Co. of Yancowinna.</i> Retail Chemists— Chemists' Assistants.	22nd Dec.	330	30	Award of Industrial Board.	Increases to males and females 7s. to 11s 6d. per week.
<i>Whole State.</i> State Railways— Traffic Employees.	22nd Dec†	4,300	9	Do.	Increases ranging from 1s. 6d. to 6s. per week.
<i>Metropolitan Area and Newcastle.</i> Retail Trade— Office Assistants— Cashiers and Delivery Clerks.	22nd Dec.	750	1,500	Do.	Average increase about 5s. per week for males, and 3s. per week for females.
<i>County of Cumberland.</i> Pipe and Terracotta Manufacture— All Occupations.	22nd Dec.	360	..	Do.	Increases ranging from 4s. 6d. to 8s. per week.

* Award rates fixed as from 2nd Oct., 1916.

† Award rates paid as from 22nd Aug., 1916.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—*cont.*

Locality, Industry and Occupations Affected.	Date from which Change look Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
<i>Whole State, excluding Co. of Yancowinna.</i> Coachmaking— Coachsmiths Assistants.	22nd Dec.	250	..	Award of Industrial Board.	Increases of 6d. and 1s. 6d. per week.
<i>County of Cumberland.</i> Brickmaking— All Occupations.	22nd Dec.	1,450	..	Do.	Increases ranging from 2s. to 7s. per week.
<i>Whole State, excluding Counties of Yanco- winna, Cumberland, and Northumberland. Parish of Stockton and Municipality of Raymond Terrace.</i> Retail Butchering— Ordermen and Others.	22nd Dec.	300	..	Do.	Minimum wage raised to 5s. per week.
<i>Newcastle.</i> Abattoirs— Labourers.	22nd Dec.	2	..	Do.	Increase of 10s. per week.
<i>County of Cumberland.</i> Laundering— Carters.	22nd Dec.	150	..	Do.	Minimum wage raised from 5s. 6d. to 5s. per week.
<i>Metropolitan Area.</i> Undertaking— Shopmen and Others.	22nd Dec.	115	..	Do.	Increase to shopmen of 12s. per week; others 8s. 6d. per week.
<i>Homebush and Newcastle.</i> Biscuit Baking— W. Arnott Ltd. All Male Occupations.	23rd Dec.	235	..	Industrial agreement under State Act.	Increases ranging from 1s. 6d. to 6s. 6d. per week.
Female Occupations.	23rd Dec.	..	30	Do.	Increase of 1s. per week.
<i>Whole State.</i> State Transways— Clerical Staff.	20th Dec.	327	..	Award of Industrial Board.	Increases of £15 and £20 per annum.
<i>Whole State, excluding Co. of Yancowinna.</i> Local Authorities— Gangers, Labourers and Others.	20th Dec.	800	..	Do.	Increases ranging from 2s. to 9s. per week.
Piano Manufacture Makers & Repairers	29th Dec.	130	..	Do.	Increase about 8s. per week.
Watchmaking— Watchmakers.	29th Dec.	90	..	Do.	Average increase about 6s. per week.
<i>Whole State.</i> Postal Department. Postal Electricians.	31st Dec.	722	..	Award of Common- wealth Arbitration Court.	Increase of £18 per annum to minimum rates. Proportion- ate increases to youths under 21 years.
Telegraph and Telephone— Construction and Maintenance men.	31st Dec.	791	..	Do.	Increase of £12 per annum.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr. 1916—cont.

Locality, Industry and Occupations Affected	Date from which Change took Effect.	Approximate No. of Workpeople Affected		Method by which Change brought about.	Particulars of Change.
		Males.	Females		
Victoria.					
<i>Whole State.*</i> State Railways— Signalmen and Guards.	1st Jan., 1916.	640	..	Voluntary action of Minister for Rail- ways.	Increase of 6d. per day to guards and to signalmen in Classes 3, 4 and 5.
<i>Sth. Melbourne.*</i> Commonwealth Clothing Factory— All Occupations.	8th May, 1916.	53	324	Industrial agreement under Common- wealth Act.	Increases ranging from 1s. to 5s. for males, and 2s. and 5s. for females.
<i>Whole State.*</i> State Railways— Various Occupations.	1st July, 1916.	12,500	..	Voluntary action of Minister for Rail- ways.	Increase to bring minimum wage to 9s. per day, or of 6d. per day if in receipt of 9s. or 9s. 6d. per day.
Commonwealth Public Service*— Permanent Clerical Officers.	1st July, 1916.	962	41	Award of Common- wealth Arbitration Court.	Increases ranging from £5 to £20 per annum.
Mental Hospitals*— Attendants and Artisans.	1st July, 1916.	163	169	Voluntary action of the State Govern- ment.	Increase of £12 and £6 per annum to males and females respectively.
<i>Melbourne.*</i> Defence Depart- ment— Military Staff Clerks.	1st July, 1916.	33	..	Voluntary action of the Military Board.	Increases of £6 to £30 per annum.
<i>Clifton Hill.*</i> Commonwealth Harness Factory— All Occupations.	6th Sept., 1916.	298	70	Industrial agreement under Common- wealth Act.	Increase of 6s. per week to saddlers ; to other males 4s. 6d. to 10s. 2d. per week ; female machinists, 1s. 6d. ; others, 2s. to 5s. per week.
<i>Melbourne.*</i> Public Works Department— Electrical Workers.	25th Sept. 1916.	5	..	Voluntary action of the State Govern- ment.	Increase of £12 per annum.
<i>Flemington.</i> Racecourse— Labourers.	2nd Oct.	120	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees after stop- page of work.	Increase from 8s. 6d. to 10s. per day.
<i>Metropolitan Area, etc.†</i> Boot Shops— Salesmen and Saleswomen.	2nd Oct.	300	200	Determination of Wages Board.	Average increase per week of 7s. for males, and 2s. for females.
<i>Whole State, except Metropolitan Area, etc.</i> Sawmilling— Carpenters, Bush Sawyers and Others	8th Oct.	220	..	Do.	Increases ranging from 1s. to 6s. per week.
<i>Melbourne.</i> Shipping— Tally Clerks.	12th Oct.	100	..	Industrial agreement under Common- wealth Act.	Increase from 1s. 3d. to 1s. 9d. per hour.

* See footnote on page 464 ante. † *The Metropolitan Area, etc.*—as defined in the Factories and Shops Acts, and including all cities and towns and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell and Sebastopol.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr, 1916.—*cont.*

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
<i>Victoria—cont.</i>					
<i>Metropolitan Area, etc.</i> Undertaking— Drivers.	13th Oct.	100	..	Determination of Wages Board.	Increase of 1s. per week.
Fibrous Plastering— Fibrous Plasterers.	14th Oct.	62	..	Do.	Increase of 6s. per week.
Cardboard Box Making— All Occupations.	16th Oct.	80	400	Do.	Increases ranging from 4s. to 7s. 6d. per week for males, and from 3s. to 4s. per week for fe- males.
<i>Melbourne and Suburbs</i> Grocery Manu- facture— All Occupations.	20th Oct.	650	250	Industrial agreement under Common- wealth Act.	Increases ranging from 2s. 6d. to 15s. 6d. per week for males, and from 2s. 6d. to 6s. 6d. per week for females.
<i>Metropolitan Area, etc.</i> Plate Glass Manufacture— Cutters, Glaziers and others.	21st Oct.	190	..	Determination of Wages Board.	Increases ranging from 4s. to 10s. per week.
<i>Whole State.</i> Meat Industry— Various Occupations.	21st Oct.	2,250	..	Award of Common- wealth Arbitration Court.	Increases to shopmen 5s. per week; general butchers, 13s.; others, 5s. to 13s. per week.
<i>Metropolitan Area, etc.</i> Wickerworking, Wickerworkers and Basket Makers.	21st Oct.	140	..	Determination of Wages Board.	Increase of 2s. 6d. per week.
<i>Corio Shire—</i> Local Authority— Casual Labourers.	23rd Oct.	12	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increase from 8s. 6d to 9s. per day.
<i>Metropolitan Area, etc.</i> Tinsmithing and Sheet Metal Working All Occupations.	26th Oct.	1,100	..	Determination of Wages Board.	Increases to canister makers, tinsmiths, &c., 6s.; others, 6s. per week.
<i>Melbourne.</i> Artificial Manure— Chambermen, Burnermen and Labourers.	27th Oct.	200	..	Award of Common- wealth Arbitration Court.	Increases to chamber and burnermen, 6s. and labourers 7s. per week.
<i>Metropolitan Area, etc.</i> Billposting— Billposters.	27th Oct.	70	..	Determination of Wages Board.	Increase from 51s. to 56s. per week.
<i>Whole State.*</i> Postal Department. Postal Assistants and Others.	1st Nov.	652	85	Awards of Common- wealth Arbitration Court.	Increases ranging from £6 to £25 per annum.
<i>Nunawading Shire.</i> Local Authority— Labourers.	Nov.	10	..	Voluntary action of Council.	Increase of 1s. per week.

* Combined effect of three Awards delivered on 8th September, 1916.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr, 1916.—cont.

Locality. Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
<i>Victoria—cont</i>					
<i>Whole State.</i> Gold Mining— Various Occupations.	1st Nov.	2,600	..	Industrial agreement between employers and employees.	Employees receiving 8s. 6d., 8s. 9d., 9s. and 9s. 6d. per day now paid 9s. 0d., 7s. 3d., 9s. 6d. and 9s. 10d. respectively per day.
<i>Ballarat.</i> Local Authority— Labourers and Others.	7th Nov.	38	..	Direct negotiations between employer and employees.	Increase from 3s. to 6s. per week.
<i>Metropolitan Area, etc.</i> Drapery Trade— Salesmen, Sales- women and Others.	11th Nov.	1,000	2,100	Determination of Wages Board.	Average increase to adult male workers of 4s., and juniors of 1s. 6d. per week. Females 1s. 6d. per week.
<i>Ballarat East.</i> Local Authority— Labourers.	14th Nov	25	..	Voluntary action of Council.	Increase from 8s. 6d. to 9s. per day.
<i>Melbourne and Geelong.</i> Wool, Skin, Hide, etc., Stores— Storemen and Packers.	24th Nov*	370	..	Award of Common- wealth Arbitration Court.	Total increase of 6s. per week; minimum wage 60s. per week.
<i>Ballarat.</i> Water Commission— Labourers.	28th Nov.	13	..	Voluntary action of Commission.	Increase from 8s. 6d. to 9s. per day.
<i>Whole State.</i> Saddlery and Harness Making— All Occupations.	1st Dec.	800	200	Industrial agreement under Common- wealth Act.	Increase to adult males 6s. per week; adult females 2s. and 7s. 6d. per week
<i>Metropolitan Area, etc.</i> Sewer Building— All Occupations.	1st Dec.	700	..	Award of Industrial Court of Appeals.	Increase to leading trimmers and in- vert block setters of 1s. 5d. per week. Reductions ranging from 5d. to 4s. 2d. per week to all others.
<i>Northcote.</i> Tramways— All Occupations.	2nd Dec.	57	..	Industrial agreement under Common- wealth Act.	Increases ranging from 5s. to 21s. per week (including bonus of 6d. per day).
<i>Melbourne and Suburbs</i> Tramways— All Occupations—	2nd Dec.	1,730	..	Do.	Average increase of 9s. per week (in- cluding bonus of 6d. per day).

* Increase from 54/- to 57/6 per week retrospective from 18th October, 1915 to 23rd November, 1916.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—cont.

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
<i>Victoria—cont.</i>					
<i>Metropolitan Area, etc.</i> Paper Bagmaking— All Occupations.	7th Dec.	8	120	Determination of Wage Board.	Increase to adult males of 7s. 6d. per week, and to adult females of 4s. 6d. and 5s. per week.
<i>Metropolitan District.</i> Printing— Printers, Compositors and Bookbinders.	11th Dec.	1,800	500	Determination of Wages Board.	Increases to adult male workers ranging from 7s. to 13s. 3d. per week ; adult female workers 2s. 6d. and 3s. per week.
<i>Metropolitan Area, etc.</i> Hairdressing— Hairdressers.	24th Dec.	400	40	Do.	Increases to adult male workers from 5s. to 12s. 6d. per week ; Females 2s. 6d. per week.
<i>Whole State.</i> Postal Department. Postal Electricians.	31st Dec.	497	..	Award of Common- wealth Arbitration Court.	Increase of £18 per annum to minimum rates ; proportion- ate increases to youths under 21 years.
Telegraph and Telephone— Construction and Maintenance Men.	31st Dec.	502	..	Do.	Increase of £13 per annum.
<i>Queensland.</i>					
<i>Rockhampton.*</i> Tramways— Conductors.	30th May 1916.	7	..	Industrial agreement under State Act.	Increase from 1s.0½d. to 1s. 3d. per hour.
<i>Brisbane.*</i> Naval and Ordnance Stores— Storemen and Store Labourers.	1st June, 1916.	36	..	Industrial agreement under Common- wealth Act.	Increases to storemen 9s., and labourers 4s. per week.
<i>Alligator Creek.*</i> Meat Works.— Watchkeeping Engineers.	5th June, 1916.	2	..	Direct negotiations between employer and employees after stoppage of work.	Increase of 12s. per week.
<i>Mt. Morgan.*</i> Mt. Morgan G.M. Co.— Clerical Workers.	15th June 1916.	32	3	Industrial agreement under State Act.	Increases to adult males ranging from 2s. to 16s. per week ; juniors from 2s. 6d. to 7s. 6d. ; Females 2s. 6d. and 5s. per week.
<i>Whole State.*</i> Commonwealth Public Service— Permanent Clerical Officers.	1st July, 1916.	312	11	Award of Common- wealth Arbitration Court.	Increases ranging from £5 to £20 per per annum.

* See footnote on page 464 ante.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—*cont.*

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
Queensland—<i>cont.</i>					
<i>Brisbane River.*</i> Harbours and Rivers. Department Labourers.	14th Sept. 1916.	7	..	Direct negotiations between representatives of employers and employees.	Increase from 9s. to 10s. 3d. per day.
<i>Port Douglas.*</i> Local Authority—Labourers and Others.	30th Sept. 1916.	20	..	Direct negotiations between representatives of employers and employees after stoppage of work.	Increases to labourers 10s. per week; and others 18s. to 25s. per week.
<i>Whole State.</i> Railway Construction—Labourers and Others.	1st Oct.	1,926	..	Award of Special Commission appointed by State Government.	Average increase about 2s. 6d. per week.
<i>Brisbane,</i> Sewerage Works—Machine Drillers.	1st Oct.	40	..	Compulsory Conference under State Act.	Increase of 10s. per week.
Water Supply and Sewerage—All Occupations.	1st Oct.	800	..	Industrial agreement under State Act.	Average increase about 8s. 8d. per week.
Daily Newspapers. Printing Employees	2nd Oct.	180	..	Award of Industrial Board.	Increases to adult males ranging from 9d. to 15s. per week; apprentices and improvers 2s. 6d. per week.
<i>Northern Division.</i> Printing—Compositors and Others.	2nd Oct.	110	..	do.	Increases ranging from 2s. 6d. to 8s. week.
<i>5th. Eastern Division.</i> Building—Painters and Decorators.	3rd Oct.	400	..	Do.	Increase of 9s. 2d. per week.
<i>Brisbane,</i> Transport—Tip-draymen.	16th Oct.	120	..	Award of Industrial Court on Appeal.	Increase of 9s. per week.
River and Bay Steamers—Masters and Engineers.	28th Oct.	35	..	Direct negotiations between representatives of employers and employees.	Increase of 7s. 6d. per week.
<i>Whole State.†</i> Postal Department Postal Assistants and Others.	1st Nov.	402	2	Awards of the Commonwealth Arbitration Court.	Increases ranging from £6 to £25 per annum.
<i>Central Division.</i> Sawmilling—Sawyers, Labourers and Others.	1st Nov.	140	..	Award of Industrial Board.	Increases ranging from 1s. to 9s. per week.

* See footnote on page 464 ante.

† Combined effect of three Awards delivered on the 8th September.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—cont.

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
Queensland—cont.					
<i>Brisbane.</i> Health Department. Rat Destruction Gang.	11th Nov.	9	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increase of 4s. 6d. per week.
<i>Sth. Eastern Division.</i> Building— Bricklayers.	13th Nov.	420	..	Award of Industrial Court on Appeal.	Increase from 13s. to 14s. 6d. per day.
<i>Brisbane.</i> Harbours and Rivers Depart- ment— Labourers.	15th Nov.	11	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increase of 9s. 2d. per week.
<i>Sth. Eastern Division.</i> Sawmilling— Sawyers, Labourers and Others.	27th Nov.	2,000	..	Award of Industrial Board.	Average increase about 8s. 6d. per week.
<i>Northern Division.</i> Sawmilling— Sawyers, Labourers and Others.	1st Dec.	500	..	Do.	Average increase about 6s. 6d. per week.
<i>Whole State.</i> Saddlery and Harness Making— Male Occupations.	1st Dec.	210	..	Industrial agreement under Common- wealth Act.	Increases ranging from 8s. to 12s. per week.
<i>Sth. Eastern Division.</i> Building— Carpenters and Joiners.	1st Dec.	1,600	..	Award of Industrial Board.	Increase of 7s. 4d. per week (outside) and 5s. 6d. per week (inside).
<i>Gore.</i> Quarrying— Quarrymen.	1st Dec.	17	..	Industrial agreement under State Act.	Increases ranging from 1s. 6d. to 6s. per week.
<i>Oona-Dobbyn.</i> Railway Construction— Labourers.	9th Dec.	214	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees after stop- page of work.	Increase from 12s. 3d. to 14s. per day.
<i>Sth. Eastern Division.</i> Transport— Carters and Drivers	11th Dec.	400	..	Award of Industrial Board.	Average increase of 5s. 6d. per week.
<i>Mackay.</i> Waterside Working Waterside Workers	11th Dec	60	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees after stop- page of work.	Increase of 3d. per hour when on coal.
<i>Louisa Creek.</i> Waterside Working Waterside Workers	13th Dec	165	..	Do.	Flat Top rates con- ceded.

Particulars of Changes in Rates of Wage during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
Queensland—<i>cont.</i>					
<i>Brisbane.</i> Agricultural Produce Stores— Storemen and Labourers.	18th Dec.	80	..	Award of Industrial Board.	Increase of 5s. per week.
<i>Mt. Morgan and Rockhampton.</i> Retail Trade— Shop Assistants.	19th Dec.	600	300	Award of Industrial Court.	Rates awarded as follow: Adult males, 48s. to 67s.; juniors, 8s. to 40s.; Adult females, 26s. 6d. to 40s.; juniors, 6s. 6d. to 23s.
<i>Brisbane.</i> Orchestral Musicians—	23rd Dec	35	5	Award of Industrial Board.	Increases to males 3s. 3d. to 7s. 6d. per week; females 7s. 6d. per week.
<i>Whole State.</i> Postal Department Postal Electricians.	31st Dec.	200	..	Award of Common- wealth Arbitration Court.	Increase of £18 per annum to minimum rates; proportion- ate increases to youths under 21 years.
Telegraph and Telephone— Construction and Maintenance Men.	31st Dec.	311	..	Do.	Increase of £12 per annum.
South Australia.					
<i>Pt. Augusta.*</i> Commonwealth Railways. Blacksmiths, Carpenters, Fitters, and Others.	1st Jan., 1916.	131	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increases to black- smiths, carpenters, fitters, plumbers, etc., from 81s. 9d. to 85s. 6d. per week Others: Increases ranging from 6d. to 16s. 6d. per week.
<i>Port Pirie.*</i> Local Authority— Labourers and and Others.	6th May, 1916.	20	..	Award of Industrial Court.	Increases ranging from 4s. 6d. to 12s. per week.
<i>Adelaide.*</i> Naval and Ordnance Stores— Storemen and Store Labourers.	1st June, 1916.	19	..	Industrial agreement under Common- wealth Act.	Increase of 9s. per week to storemen, and of 4s. per week to labourers.
<i>Whole State.*</i> State Departments, Fitters, Turners, and Others.	1st July, 1916.	182	..	Voluntary action of State Government.	Average increase about 5s. 6d. per week.
Carpenters, Painters and Others.	1st July, 1916.	154	..	Do.	Average increase about 11s. 6d. per week.
Engine Drivers, Labourers and Others.	1st July, 1916.	205	..	Do.	Average increase about 6s. 4d. per week.

* See footnote on page 464 ante.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—cont.

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
<i>S. Australia—cont.</i>					
<i>Whole State.*</i> Harbours Board— Masters, Deck- hands and Others.	1st July, 1916.	81	..	Voluntary action of State Government.	Average increase about 10s. 8d. per week.
State Railways— Firemen, Gangers, Enginemen and Others.	1st July, 1916.	1,395	..	Voluntary action of Commissioner for for Railways.	General increase of 6s. per week.
Carriage Builders.	1st July, 1916.	58	..	Do.	Increase of 6s. per week.
<i>Pl. Augusta.*</i> Commonwealth Railways— Clerks.	1st July, 1916.	50	3	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increases to adult males £6 to £20 per annum; juniors £6 to £18 per annum; other males 3s. 6d. to 9s. 6d. per week. Females 1s. to 11s. 6d. per week.
<i>Whole State.*</i> Education Dept.— School Teachers.	1st July, 1916.	231	219	Voluntary action of State Government.	Increases to males £6 to £20 per annum. Females £6 to £12 per annum.
Commonwealth Public Service— Permanent Clerical Officers.	1st July, 1916.	242	4	Award of Common- wealth Arbitration Court.	Increases ranging from £5 to £20 per annum.
<i>Pl. Adelaide and Pl. Pirie.*</i> Tug Boats, etc.— Masters and Engineers.	1st Sept. 1916.	50	..	Award of Industrial Court.	Increase of £3 per month.
<i>Metropolitan Area.</i> Montpelce and Bedding Making— All Occupations.	11th Oct.	150	40	Determination of Wages Board.	Increases to males from 5s. to 12s. per week; females 3s. to 8s. 6d. per week.
<i>Metropolitan Area.</i> Hardware Stores— Shop Assistants.	12th Oct.	500	100	Determination of Wages Board.	Increases ranging from 2s. 6d. to 10s. per week for males, and for females 2s. 6d. per week.
<i>Adelaide and Kadina.</i> Grocery Manufacture— All Occupations.	20th Oct.	150	10	Industrial agreement under Common- wealth Act.	Average increase to males of 4s. per week; to females of 2s. 6d. per week.
<i>Whole State.</i> Meat Industry— Various Occupa- tions.	21st Oct.	420	..	Award of Common- wealth Arbitration Court.	Increases to general butchers, shopmen, etc., 7s.; carters, 5s.; others rang- ing from 3s. to 12s. per week.

* See footnote on page 464 ante.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—*cont*

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
S. Australia—<i>cont.</i>					
<i>Walleroo.</i> Artificial Manure Manufacture— Artificial Manure Workers.	27th Oct.	77	..	Direct negotiations between representatives of employers and employees.	Increases of 5s., 6s. and 7s. 6d. per week.
<i>Adelaide.</i> Artificial Manure Manufacture— Chambermen, Burnermen and Labourers.	27th Oct.	106	..	Award of Commonwealth Arbitration Court.	Increase to chamber and burnermen of 7s. 3d. per week; to labourers of 5s. per week.
<i>Whole State.*</i> Postal Department, Postal Assistants and Others.	1st Nov.	283	23	Awards of Commonwealth Arbitration Court.	Increases ranging from £5 to £25 per annum.
<i>Pt. Adelaide.</i> Shipbuilding— Shipwrights.	6th Nov.	45	..	Direct negotiations between representatives of employers and employees.	Increase of 12s. per week.
<i>Adelaide.</i> Mail Newspapers— Printing Employees	13th Nov.	7	..	Industrial agreement under State Act.	Increases ranging from 2s. 6d. to 10s. per week.
<i>Adelaide and Pt. Adelaide.</i> Wool, Skin, etc., Stores— Storemen and Packers.	24th Nov.	320	..	Award of Commonwealth Arbitration Court.	Total increase of 6s. per week. Minimum wage, 60s. per week.
<i>Metropolitan Area.</i> Transport— Stablemen.	30th Nov.	30	..	Determination of Wages Board.	Increase of 6s. per week.
<i>River Murray.</i> Shipping— Masters, Engineers and Mates.	1st Dec.	53	..	Industrial agreement under Commonwealth Act.	Increase to masters and engineers of 10s. per week; to mates of 5s. per week.
<i>Whole State.</i> Saddlery and Harness Making— Male Occupations.	1st Dec.	160	..	Do.	Increase of 6s. per week.
<i>Metropolitan Area.</i> Brickmaking— All Occupations.	1st Dec.	250	..	Determination of Wages Board.	Increases ranging from 2s. to 15s. per week.
<i>Pt. Adelaide.</i> Transport— Carters.	Dec.	20	..	Direct negotiations between representatives of employers and employees.	Increases of 2s. and 4s. per week.
<i>Gipps Cross.</i> Metropolitan Abattoirs— Engine Drivers and Firemen.	8th Dec.	14	..	Direct negotiations between representatives of employers and employees.	Increases ranging from 6s. to 8s. per week.

* Combined effect of three Awards delivered on the 8th September. † Increase from 54/- to 57/6 per week retrospective from 18th October, 1915, to 23rd November, 1916.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—*cont.*

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
S. Australia—<i>cont.</i>					
<i>Metropolitan Area.</i> Tinsmithing— All Occupations.	8th Dec.	260	20	Award of Industrial Court.	Increases to males ranging from 4s. 6d. to 14s. per week; to females 5s. per week.
<i>Whole State, except Metropolitan Area.</i> Printing— All Occupations.	11th Dec.	120	..	Award of Industrial Court.	Rates awarded as follows: Adults .50s. to 75s. per week; apprentices 10s. to 27s. 6d. per week.
<i>Hindmarsh.</i> Wool Scouring— Storemen and Packers.	14th Dec.	55	..	Industrial agreement under State Act.	Increases ranging from 6d. to 6s. per week.
<i>Whole State.</i> Postal Department. Postal Electricians.	31st Dec.	124	..	Award of Common- wealth Arbitration Court.	Increase of £18 per annum to minimum rates; proportion etc increases to youths under 21 years.
Telegraph and Telephone— Construction and Maintenance Men.	31st Dec.	142	..	Do.	Increase of £12 per annum.
W. Australia.					
<i>Marvel Loch.*</i> Mining— Sand Shovellers.	1st June, 1916.	5	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increase of 8s. per week.
<i>Perth *</i> Naval and Ordnance Stores— Storemen and Store Labourers.	1st June, 1916.	20	..	Industrial agreement under Common- wealth Act.	Increase to storemen of 9s., and to labourers of 4s. per week.
<i>Claremont.*</i> Mental Hospital— Attendants.	1st July, 1916.	45	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increases ranging from 12s. 6d. to £10 12s. 6d. per annum.
<i>Whole State.*</i> Commonwealth Public Service— Permanent Clerical Officers.	1st July, 1916.	249	2	Award of Common- wealth Arbitration Court.	Increases ranging from £5 to £20 per annum.
<i>Perth (30 Miles radius).</i> Meat Industry— Wholesale Butchers	2nd Oct.	23	..	Industrial agreement under State Act.	Increases ranging from 6s. to 16s. per week.
<i>Protheroe.</i> Mining— Miners & Others.	10th Oct.	160	..	Award of State Arbi- tration Court.	General increase of 6s. per week.
<i>Morgans.</i> Mining— Miners & Others.	16th Oct.	44	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increases ranging from 1s. to 4s. per week.

* See footnote on page 464 *ante*.

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—cont.

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
W. Australia—cont.					
<i>Whole State.*</i> Postal Department, Postal Assistants and Others.	1st Nov.	218	10	Awards of Common- wealth Arbitration Court.	Increases ranging from £8 to £25 per annum.
<i>Perth (15 Miles radius).</i> Retail Trade— Shop Assistants.	6th Nov.	391	..	Industrial agreement made common rule by State Arbitra- tion Court.	Increase of 2s. 6d per week.
<i>Perth (20 Miles radius).</i> Baking Trade— Bread Carters.	21st Nov.	120	..	Award of State Arbi- tration Court.	Increase of 4s. per week.
<i>Perth (14 Miles radius).</i> Boot and Shoe Manufacture— Bootmakers.	25th Nov.	90	40	Industrial agreement under State Act.	Increase to adult males of 6s. per week; to female machinists of 4s. per week.
<i>Metropolitan District.</i> Building— Painters and Decorators.	1st Dec.	130	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increase of 6s. per week.
<i>Perth (16 Miles radius)</i> Hotels and Restaurants— Cooks, Waiters, and Others.	18th Dec.	230	120	Award of State Arbi- tration Court.	Average increase of 5s. per week to males and of 2s. 6d. to females.
<i>Whole State.</i> Postal Department, Postal Electricians.	31st Dec.	113	..	Award of Common- wealth Arbitration Court.	Increase of £18 per annum to minimum rates. Proportion- ate increases to youths under 21 years.
Telegraph and Telephone— Construction and Maintenance men.	31st Dec.	221	..	Do.	Increase of £12 per annum.
Tasmania.					
<i>Hobart.†</i> Naval Ordnance Stores— Storemen and Store Labourers.	1st June, 1916.	12	..	Industrial agreement under Common- wealth Act.	Increase to storemen of 9s. per week, and to labourers of 4s. week.
<i>Whole State.†</i> State Railways— All Occupations.	1st July, 1916.	985	..	Voluntary action of Minister for Rail- ways.	Increases ranging from 1s. 6d. to 12s. per week.
Commonwealth Public Service— Permanent Clerical Officers.	1st July, 1916.	80	1	Award of Common- wealth Arbitration Court.	Increases ranging from £5 to £20 per annum.
<i>Zeehan.‡</i> Mining— Miners & Others.	21st July, 1916.	55	..	Industrial agreement under Common- wealth Act.	Increase to miners of 6s. per week, lab- ourers 3s. per week.

* Combined effect of three Awards delivered on the 8th September.
on page 464 ante.

See footnotes

Particulars of Changes in Rates of Wage recorded during the 4th Qtr., 1916—*cont.*

Locality, Industry and Occupations Affected.	Date from which Change took Effect.	Approximate No. of Workpeople Affected.		Method by which Change brought about.	Particulars of Change.
		Males.	Females.		
Tasmania.					
<i>Zeehan*</i> Mining— Engine Drivers and Firemen.	9th Aug., 1916.	15	..	Industrial agreement under Common- wealth Act.	Increase to engine- drivers of 10s. 6d. per week; to fire- man, of 12s. per week.
<i>Whole State.*</i> Coal Mining— Miners & Others.	14th Sept. 1916†	54	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increases ranging from 1s. 6d. to 3s. 6d. per week.
<i>Whole State.</i> Pastoral— Shearers & Others.	28th Oct.	800	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increases to shearers from 24s. to 28s., per 100; others 10s. and 12s. 6d. per week.
<i>Lannceston.</i> Local Authority— Various Occupations.	30th Oct.	151	..	Direct negotiations between repre- sentatives of em- ployers and em- ployees.	Increases ranging from 2s. to 7s. per week.
<i>Whole State†</i> Postal Department. Postal Assistants and Others.	1st Nov.	108	11	Awards of Common- wealth Arbitration Court.	Increases ranging from £6 to £25 per annum.
<i>Whole State.</i> Saddlery and Harness Making— All Occupations.	1st Dec.	43	6	Industrial agreement under Common- wealth Act.	Increase of 8s. per week to adult males and 2s. 6d. and 5s. per week to adult females.
Building— Carpenters and Joiners.	15th Dec.	250	..	Determination of Wages Board.	Increases of 6s. and 8s. per week.
<i>Whole State.</i> Postal Department. Postal Electricians.	31st Dec.	49	..	Award of Common- wealth Arbitration Court.	Increase of £18 per annum to minimum rates; proportion- ate increases to youths under 21 years.
Telegraph and Telephone— Construction and Maintenance Men.	31st Dec.	70	..	Do.	Increase of £12 per annum
Fed. Cap. Territory.					
<i>Canberra.*</i> Commonwealth Public Service— Permanent Clerical Officers.	1st July, 1916.	8	..	Award of Common- wealth Arbitration Court.	Increases ranging from £5 to £20 per annum.
All States.					
<i>Inter-State.</i> Shipping— Wireless Operators.	1st Oct.	130	..	Industrial agreement under Common- wealth Act.	Increases ranging to 15s. per week.
Marine Stewards and Pantrymen.	1st Nov.	1,200	..	Do.	General increase of £1 10s. per month.

* See footnote on page 464 ante.
September.

† Combined effect of three Awards delivered on the 8th