

The index-numbers are not comparable as between the two countries, that is to say, they cannot be used to compare either the wages paid or the cost of living. They show merely the increase in nominal or money wages, in prices, and in real or effective wages in each country separately at the dates specified, compared with July, 1914.

The table shows a greater increase per cent. in nominal wages in London than in Sydney, i.e., 81 per cent. as against 62 per cent. The increase in prices of food over the whole period has been practically the same, i.e., 63.0 per cent. in the large towns of England as compared with 62.8 per cent. in Sydney. As the result of the greater increase per cent. in nominal wages in England, and much the same increase per cent. in prices, effective wages have increased in London by 11.2 per cent. since July, 1914, while in Sydney there has been a decrease of 0.8 per cent. In both cases the comparison refers to changes which have occurred since 1914 in each country separately.

## CHAPTER XI.—OPERATIONS UNDER ARBITRATION AND WAGES BOARD ACTS.

1. **General.**—Particulars regarding operations under the Commonwealth Arbitration Acts and the various State Acts for the regulation of wages and hours and conditions of labour, showing the number of boards authorized and constituted, also those which had and which had not made any award or determination in each State, the number and territorial scope of awards or determinations, and the number of industrial agreements in force, were first compiled to the 31st December, 1913.\*

These particulars have from time to time been revised, and reviews to the end of approximately quarterly periods have been published in the periodical Labour Bulletins and Quarterly Summaries to the 31st December, 1923.

2. **Awards and Determinations Made and Industrial Agreements Filed.**—The following table shows the number of awards and determinations made and industrial agreements filed, excluding variations, in each State and under the Commonwealth Statutes during each quarter of the years 1922 and 1923. †

\*Information as to the main provisions of the various Acts in force may be found in the Official Year Book No. 16, pages 568 to 571.

† Corresponding figures for the years 1914 to 1921 were published in Labour Reports, Nos. 9, p. 108. and 12, p. 112.

**Awards and Determinations Made and Industrial Agreements Filed in each Quarter of the Years 1922 and 1923.**

State.	1st Quarter.		2nd Quarter.		3rd Quarter.		4th Quarter.		Whole Year.	
	Awards or Determinations made.	Agreements filed.	Awards or Determinations made.	Agreements filed.	Awards or Determinations made.	Agreements filed.	Awards or Determinations made.	Agreements filed.	Awards or Determinations made.	Agreements filed.
1922.										
New South Wales ..	9	10	11	4	26	8	23	14	69	36
Victoria ..	6	..	13	..	10	..	7	..	36	..
Queensland ..	37	1	19	7	13	5	2	2	71	15
South Australia ..	17	1	9	1	8	2	6	1	40	5
Western Australia ..	..	3	10	2	2	..	6	2	18	10
Tasmania ..	7	..	3	1	2	2	3	..	15	3
Commonwealth Court ..	7	10	5	3	1	2	20	19	42	34
Commonwealth Public Service Arbitrator ..	1	..	4	..	1	..	..	..	6	..
Total ..	84	25	74	18	61	21	76	39	295	103
1923.										
New South Wales ..	8	13	18	9	15	13	19	15	60	53
Victoria ..	12	..	24	..	19	..	27	..	32	..
Queensland ..	4	..	6	5	7	4	14	6	31	15
South Australia ..	5	..	7	2	10	1	16	2	38	5
Western Australia ..	1	6	1	3	10	2	1	6	13	17
Tasmania ..	5	..	6	..	..	1	3	..	14	1
Commonwealth Court ..	4	7	18	14	22	5	20	8	64	34
Commonwealth Public Service Arbitrator ..	1	..	..	..	1	..	2	..	4	..
Total ..	40	29	80	33	84	26	102	37	306	125

As compared with the preceding year there was an increase both in the number of awards made and industrial agreements filed during 1923. The increase in awards was most noticeable in Victoria and in the number made by the Commonwealth Court of Conciliation and Arbitration. In Queensland there was a reduction. The increase in the total number of industrial agreements filed was accounted for by New South Wales and Western Australia.

The figures in the preceding table are exclusive of variations of principal awards, of which a considerable number are made each year. The total variations made by the State and the Commonwealth Courts, Wages and Industrial Boards, and the Commonwealth Public Service Arbitrator numbered 703 during 1923, compared with 717 in 1922, and were distributed as follows:—New South Wales 456, Queensland 75, South Australia 11, Western Australia 2, Commonwealth Court 105, and the Commonwealth Public Service Arbitrator 54. In Victoria and Tasmania any alteration in the determination of a Wages Board is incorporated with the existing determination, and a new determination issued which wholly repeals the old one.

**3. Awards, Determinations, and Agreements in Force.**—(i.) *General.*—The following table gives particulars for all States—excepting Western Australia, where there is no provision for Wages Boards—of the number of boards authorized and constituted, and, including operations under the Commonwealth and the Western Australian Arbitration Acts, of the number of awards, determinations, and industrial agreements in force in all States at the 31st December, 1913, and at the dates specified to 31st December, 1923.

Considerable expansion of the principle of the fixation of a legal minimum rate of wage and of working conditions has taken place during the ten

years ending 31st December, 1923. Including the operations under the Commonwealth Arbitration Acts (a) and of the Western Australian Court of Arbitration, 513 additional awards or determinations were in force at the end of 1923. The number of industrial agreements (b) made and in force under the various Acts increased during the ten years under review by 339.

With reference to the number of industrial awards and registered industrial agreements in force at the end of any period, generally speaking, awards and determinations made in all States—with the exception of South Australia, so far as determinations of industrial boards are concerned, and awards made by the Commonwealth Court of Conciliation and Arbitration and by the Commonwealth Public Service Arbitrator—continue in force after the term of operation mentioned therein has expired, until rescinded or superseded by a subsequent order or award of the tribunal. The determinations of industrial boards in South Australia remain in force only for the specified term, and after its expiration have no further legal effect, although, no doubt, their provisions are observed until such time as the Board issues a new determination. All industrial agreements, with the exception of those made under the provisions of the Tasmanian Act, continue in force after the expiration of the term mentioned until rescinded or superseded by a subsequent agreement or order. The Tasmanian agreements have no legal effect after the term of operation has expired, unless revived perhaps by a subsequent agreement.

The above account may be accepted as a brief explanation in general terms of the currency of awards and agreements. There may be exceptions in certain cases, but they are infrequent.

**Particulars of Boards, and of Awards, Determinations and Industrial Agreements in Force, 1913 to 1923.**

Dates.	Boards Authorized.	Boards Constituted.	Boards which had made Awards or Determinations.	Awards or Determinations in Force.*	Industrial Agreements in Force.
31st December, 1913..	505	501	387†	575†	401
30th September, 1914	549	539	474	599	409
31st December, 1915..	573	554	498	663	546
31st December, 1916..	594	572	525	700	609
31st December, 1917..	478¶	473¶	442¶	744	732
31st December, 1918..	267**	260**	445	866	833
31st December, 1919..	505	498	465	942	843
31st December, 1920..	475††	470††	440††	1,041	972
31st December, 1921..	569	557	479	1,047	1,222
31st December, 1922..	569	561	508	1,042	780
30th June, 1923 ..	572	564	517	1,042	731
31st December, 1923..	574	566	523	1,088	740

\* Including awards made by Arbitration Courts and the Commonwealth Public Service Arbitrator.

† Excluding awards or determinations which expired in New South Wales (under the Act of 1908) on 31st December, 1913.

‡ Owing to a number of Awards made under the *New South Wales Industrial Disputes Act 1908* being still in force, the Boards constituted for such industries under the *Industrial Arbitration Act 1912* had not made any awards.

|| See remarks with respect to re-authorization of Boards in New South Wales Labour Bulletin No. 12, page 47.

¶ Reduction in the number of Boards authorized, etc., is due to the dissolution of all Boards appointed under the *Queensland Industrial Peace Act 1912*. The work of these Boards is now undertaken by the Court of Arbitration constituted under the *Industrial Arbitration Act of 1916*.

\*\* On the 13th December, 1918, an order was made by the New South Wales Court of Industrial Arbitration recommending the reconstitution of 220 Industrial Boards which had expired by effluxion of time, and on the 19th February 1919, such Boards were constituted.

†† Reduction in the number of Boards authorized, etc., is due to the dissolution on the 9th December, 1920, by the Industrial Code 1920, of Wages Boards in South Australia appointed under the *Factories Acts 1907 to 1915*. Provision is made in the *Industrial Code 1920*, for the appointment of Industrial Boards

(a) The *Commonwealth Conciliation and Arbitration Act 1904-21*, and the *Arbitration (Public Service) Act 1920*.

(b) The registration of industrial agreements is not provided for under the Act in force in Victoria, but such agreements may be registered and filed under the provisions of the *Commonwealth Conciliation and Arbitration Act*.

The following table shows the number of Industrial and Wages Boards operating, and the number of awards, determinations, and industrial agreements in force at the end of the years 1913, 1922, and 1923.

**Boards Authorized and Constituted : Awards, Determinations and Agreements in Force—1913, 1922, and 1923.†**

Particulars.	At 31st Dec.	Commonwealth.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
		Court.	Pub. Ser. Arb.							
<i>Boards Authorized, etc.*</i>										
Boards authorized ..	{ 1913 .. ..	..	..	†216	185	75	56	..	23	505
	{ 1922 .. ..	..	..	272	174	..	76	..	47	560
	{ 1923 .. ..	..	..	274	177	..	76	..	47	574
Boards constituted	{ 1913 .. ..	..	..	†223	132	74	51	..	21	501
	{ 1922 .. ..	..	..	272	172	..	76	..	41	531
	{ 1923 .. ..	..	..	274	175	..	76	..	41	566
Boards which have made Awards or Determinations	{ 1913 .. ..	..	..	123	123	74	47	..	19	386
	{ 1922 .. ..	..	..	256	161	..	66	..	25	508
	{ 1923 .. ..	..	..	258	166	..	66	..	33	523
<i>Awards and Determinations—</i>										
Awards and Determinations in force	{ 1913 .. ..	17	..	†265	127	73	54	18	21	575
	{ 1922 .. ..	104	27	331	166	208	81	77	48	1,042
	{ 1923 .. ..	141	29	318	171	216	78	87	48	1,058
<i>State Awards and Determinations—</i>										
Applying to Whole State	{ 1913 .. ..	..	..	22	8	3	..	..	15	58
	{ 1922 .. ..	..	..	46	42	63	9	4	41	205
	{ 1923 .. ..	..	..	31	43	65	9	5	39	162
Applying to Metropolitan area	{ 1913 .. ..	..	..	58	..	28	52	13	1	153
	{ 1922 .. ..	..	..	85	1	47	53	50	..	236
	{ 1923 .. ..	..	..	85	1	48	47	49	..	230
Applying to Metropolitan and Country areas	{ 1913 .. ..	..	..	49	105	1	..	1	5	161
	{ 1922 .. ..	..	..	134	113	41	2	..	5	295
	{ 1923 .. ..	..	..	137	116	43	2	7	7	312
Applying to Country areas	{ 1913 .. ..	..	..	126	14	41	1	4	..	186
	{ 1922 .. ..	..	..	66	10	57	17	23	2	175
	{ 1923 .. ..	..	..	65	11	60	20	26	2	184
<i>Commonwealth Court Awards—</i>										
Awards in force in each State	{ 1913 .. ..	..	..	13	17	15	16	9	13	..
	{ 1922 .. ..	..	..	55	71	25	57	34	41	..
	{ 1923 .. ..	..	..	81	109	32	79	40	62	..
<i>Commonwealth Public Service Arbitrator—</i>										
Determinations in force in each State	{ 1922 .. ..	..	..	26	23	23	24	24	22	..
	{ 1923 .. ..	..	..	28	25	25	26	26	24	..
<i>Industrial Agreements—</i>										
In force .. ..	{ 1913 .. ..	228	..	76	..	5	11	32	..	†61
	{ 1922 .. ..	516	..	105	47	42	66	..	4	780
	{ 1923 .. ..	454	..	116	..	50	43	72	5	740
Commonwealth Agreements in force in each State	{ 1913 .. ..	..	..	132	120	68	62	57	61	..
	{ 1922 .. ..	..	..	69	308	32	64	49	30	..
	{ 1923 .. ..	..	..	64	284	24	48	38	18	..
Number of persons working under State Awards and Determinations (estimated)	{ 1923 .. ..	..	..	275,000	184,500	100,000	32,000	35,000	15,000	641,500

\* The figures for New South Wales are exclusive of Demarcation Boards.—† Including boards which were subsequently dissolved, owing to alteration in the sectional arrangement of industries and callings.—‡ Omitting a number of awards which expired on the 31st December, 1913.—§ For particulars relating to the years 1914 to 1920, see Labour Reports Nos. 9, p. 113, 11, p. 103; and 12 p. 116.

There were 46 more awards in force at the end of December, 1923, than at the same date in 1922. A considerable increase occurred during the year in the number of Commonwealth Court awards in force, since several industries for the first time were made subject to awards of this tribunal. The reduction in the number of New South Wales awards in force resulted from the operation of the *Industrial Arbitration (Amendment) Act* of 1922, which provided that awards for employees under the *Public Service Act* 1902 should continue in force only for the period specified therein. All these awards have now ceased to operate. The decrease in the number of industrial agreements in force during 1922 continued in 1923, when there were 40 fewer as compared with the previous year, the falling off being due to the superseding of a large number of Commonwealth agreements by subsequent awards and agreements.

Information as to the main provisions of the various Industrial Acts then in force throughout the Commonwealth was given in Labour Bulletin No. 1. In subsequent issues brief reviews were furnished respecting new legislation of an industrial character, as well as information respecting noteworthy pronouncements or procedure by industrial tribunals, and any special application or conditions of the terms of awards or determinations. In this Report, brief particulars are given regarding new industrial legislation and special reports and tribunals connected with industrial matters during the year 1923.

(ii.) *New South Wales*.—In pursuance of section 14 of the *Industrial Arbitration Act* 1912, as amended, the Court of Industrial Arbitration in this State has for several years past been exercising the functions of Industrial Boards with the exception of the Board constituted for industries (other than mining and smelting) in the County of Yancowinna (Broken Hill). This Board during the year 1923 made one principal award and two variations thereof, while 59 awards and 454 variations were made by the Court.

Four Industrial Boards were authorized and constituted during the year, two of which replaced Boards which were dissolved. The two new Boards relate to Brewers (Cumberland, etc.) and Bottle Yards (State). Variations of the constitutions of Boards numbered 40.

Notice of intention to constitute conciliation committees for the following employees was gazetted during 1923. :—(a) All persons employed by the Broken Hill Pty. Co. Ltd. at the iron and steel works at Port Waratah, near Newcastle, excepting coal-trimmers, ship painters and dockers, and (b) quarrymen and labourers employed by the Department of Public Works in quarries.

During February, 1923, the Board of Trade, after consideration of the cost of living, determined that it would not at that time exercise its power (under Section 79 of the *Industrial Arbitration Act* as amended in 1922) of making a quarterly revision of the living wage. On the 10th April, after further inquiry, the male living wage was increased from 78s. to 79s. per week, and the female wage from 39s. 6d. to 40s. per week. On the 7th September a further increase in the living wage was made, the weekly rates fixed being 82s. for males and 41s. 6d. for females.

The following table shows the movement in the living wage for adult male and adult female workers from 1914 onward. The declarations of 1914 to 1916 are those of the Court of Industrial Arbitration, from 1918 to 1923 those of the Board of Trade.

## Determinations of Male and Female Living Wage, 1914 to 1923.

Date.	Males.		Females.		
	Weekly Living Wage.	Area.	Date.	Weekly Living Wage.	Area.
16.2.14	£ s. d. 2 8 0	Sydney and Suburbs	17.12.18	£ s. d. 1 10 0	Sydney and Suburbs
17.12.15	2 12 6	" "	23.12.19	1 19 0	" "
18.3.16	2 15 6	" "	23.12.20	2 3 0	State " except " County of Yancowinna
5.9.18	3 0 0	" "	3.3.21	2 3 0	Whole State
8.10.19	3 17 0	" "	22.12.21	2 1 0	State " except " County of Yancowinna
19.4.20	3 16 6	Newcastle District	9.10.22	1 10 6	" "
11.5.20	3 17 6	South Coast	10.4.23	2 0 0	Whole State " "
8.7.20	3 18 0	Central Tablelands	7.9.23	2 1 6	" "
8.10.20	4 5 0	State except Newcastle, South Coast, Central Tablelands and the County of Yancowinna			
15.12.20	4 5 0	State except County of Yancowinna			
3.3.21	4 5 0	Whole State			
8.10.21	4 2 0	State except County of Yancowinna			
12.5.22	3 18 0	" "			
23.5.22	3 18 0	County of Yancowinna "			
29.9.22	3 18 0	State except County of Yancowinna			
10.4.23	3 19 0	Whole State			
7.9.23	4 2 0	" "			

During the year the Board of Trade made several determinations respecting the terms and conditions of apprenticeship, and regulations have been gazetted giving effect thereto. The industries or crafts affected number thirteen and are as follow :—Bricklayers, Carpenters and Joiners, Electrical Fitters and Electrical Mechanics, Fibrous Plaster Fixers, Marble and Slate Workers—Masons and Polishers, Metal Ceiling Fixers, Painters and Decorators, Plasterers, Plumbers, Slaters Tilers and Shinglers, Stone Cutters and Setters, Stonemasons—Stone-polishers, and Tile-layers. The following are the principal conditions prescribed by the regulations :—Term of apprenticeship, period of probation, rates of wage, proportion to adult workers, transference from one employer to another, registration of contract of apprenticeship with the Board of Trade, and provision for technical training.

The members of the Board of Trade were originally appointed for a period of five years from the 1st June, 1918. By notification in the *Government Gazette* of 8th June, 1923, they were re-appointed, as from 1st June, 1923, no term being specified

Regarding legislation of an industrial character passed in this State during the year 1923, mention may be made of the Juvenile Migrants Apprenticeship Act and the Monopolies Act. The former is a measure to establish a system of apprenticeship for juvenile assisted migrants, and to provide for the care and control of such migrants, their property and earnings, and for purposes connected therewith. The Monopolies Act amends the Industrial Arbitration Act by the repeal of certain sections providing for penalties for contract or combination in restraint of trade, and for monopoly. It provides new conditions in regard to monopolies and restraint of trade, and by Part III. adds to the powers and functions of the Board of Trade, inasmuch as that body, upon complaint or upon reference by the Attorney-General, will make inquiry regarding monopoly or combination in restraint of trade, report to the Attorney-General the result of such inquiry, and furnish such recommendations as it deems proper.

(iii) *Victoria*.—Three new Wages Boards were authorized during the year. On the 27th March the Dental Mechanics Board was authorized, covering persons employed in the trade of (a) a dentist's mechanic, (b) making any article to be fitted in a human mouth. The Law Clerks Board was authorized on the 21st August, with jurisdiction over certain persons employed in his practice by a barrister and solicitor. The Sand Pit Board authorized on the 18th December, has power to determine the lowest prices or rates to be paid to any persons employed in connexion with a sand pit at labouring work, excavating sand, handling sand, or removing sand for trade or sale, but not including persons subject to the jurisdiction of the Carters Board. The first-named two Boards had, at the close of the year, made determinations. In addition the following Boards issued their first determinations :—Country Knitters, Glazed Pottery, and the Unglazed Pottery Wages Boards. The constitutions of eleven Boards were varied during the year.

The power conferred on the Governor-in-Council by the Amending Factories Act which came into force on 1st January, 1923, to grant exemption from the provisions of a Wages Board Determination in the case of a new industry, was exercised in three instances during the year. The determinations from which exemption was granted were those of the Knitters and Woollen Trade Boards.

In October, the Furniture Trade Board issued determinations covering all sections of the industry, and providing for certain increased rates of wage and for a reduction from 48 to 44 hours per week. By a judgment of the Full Supreme Court on the 4th December, these five determinations were quashed for illegality on the grounds that the Board which was appointed by the Minister should have been appointed by the Governor-in-Council. It was held that the Minister had not equal authority with the Governor-in-Council in the matter of the appointment of a Board, except in those cases in which he was specially empowered. On the 12th December, the members of the Board were re-appointed by the Governor-in-Council, likewise the Chairman by the Minister. Upon the ratification by the Board of its previous determinations the employers were again successful in having the determinations set aside by the Full Court, this time on the ground of illegality in the appointment of the Chairman. Another Chairman was subsequently appointed and the Board once again issued its determinations, which, while providing for an increase in wages to certain employees, did not contain the limitation of the ordinary hours of labour to 44 per week, but prescribed 48.

Under the provisions of the *Railways Classification Board Act 1919*, authorization was given for continuance of the operations of the Board until 31st December, 1922, or in the event of further legislation not being passed, until the end of the next ensuing session of Parliament; and, in accordance with the promise made by the Government towards the close of the year 1922 and subsequently during the year 1923, the *Railways Classification Board Act 1923* extended the operation of the Board, which may now be regarded as a permanent body for the determination of the rates of pay and conditions of employment of the great majority of the staff of the Victorian Railways.

The new Act provides that the Board shall in each year determine the rates of salaries and wages of officers and employees coming within its jurisdiction up to a limit of £500 per annum (as compared with the limit of £400 per annum prescribed under the 1919 Act), and that the basic rate for each such award shall be determined on or before the last day in February in the year to which the award relates. It is further provided that any award relating to salaries or wages shall be operative as from the 1st January in the year for which the award is made, except in respect of grades concerning which the Board has not previously made a determination, in which cases the date of operation shall be specially fixed.

During the year 1923, the Board made a new award relating to working conditions of the staff, but apart from a few minor alterations, no material difference was made in the previous award on this subject. In addition a number of awards were made prescribing allowances for work performed under special conditions, and several orders were issued covering interpretations of matters arising out of existing awards and disputes relating to the payment of Wages Board rates to certain grades of employees.

As from 1st January, 1924, the basic wage for the service was increased from 13s. to 13s. 11d. per day, and during the present year the Board has been engaged in hearing evidence as to the claims of secondary grades for an increased classification, and of new grades which have either been created since the last salaries and wages award of the Board was made, or have been brought within the jurisdiction of the Board by the amending Act passed at the end of last year.

(iv.) *Queensland*.—In this State less than half the number of principal awards were made by the Court of Industrial Arbitration, as compared with 1922, and the variations of awards were also fewer. As no alteration has been made in the basic wage, £4 per week, fixed by the Court in February, 1922, there have been few applications for variation of the wage clauses of awards.

Assent was given on the 28th August, 1923, to an Act to amend "*The Industrial Arbitration Act of 1916*." The 1923 Act amongst other things provides for an alteration in the definitions of "apprentice" and "employee," the alteration in the former making the provisions relating to apprentices more elastic, and in the latter aiming at overcoming the possibility of evasion of awards by the formation of more or less nominal partnerships. Power is given to the Court of Industrial Arbitration to issue awards governing all classes of employees engaged in domestic service and in farm work. Provision is made for a smaller number of judges to constitute the Full Arbitration Court. New sections provide for the registration, subject to certain limitations, of associations of employers or companies as industrial unions, thereby giving to such bodies the same rights and privileges with respect to the act as are now secured to employees' organizations. The prohibition against affiliation, etc., by the Police Union with other unions has been removed.

(v.) *South Australia*.—There were no new Industrial Boards appointed in this State during the year.

The Board of Industry, the appointment of which was authorized by the Industrial Code of 1920 and which, in addition to other powers and duties, is charged with the fixation of the living wage, made a further declaration on the 19th October, 1923, of 13s. 1d. per day as the living wage to be paid



to adult male employees in the metropolitan area. This wage represents a decrease of 2d. per day and was deemed inadequate by the employees' representatives on the Board who, for the first time in its history, issued a minority report. There has been no alteration in the female living wage since the 11th August, 1921, when the declaration of 35s. per week was made.

(vi.) *Western Australia*.—During September, several awards were made by the Court of Arbitration relating to workers employed by the State Government in various departments, the taking of evidence occupying the Court for 38 days. The most important matters considered were the minimum or basic wage and the standard hours. A minimum wage of 13s. 4d. per day was adopted by the Court, and the ordinary working hours were fixed at 48 per week.

Another case which excited considerable interest was that in which the employers in the mining industry sought a variation of the Miners Award to provide reduced rates of pay. The 15s. minimum in the 1922 award was reduced by the Court to 13s. 6d. per day.

Three industrial agreements during the year were declared "common rule" by the Court, and thereby have the effect of awards

(vii.) *Tasmania*.—No new Wages Boards were authorized during the year, but the constitutions of two were varied. The jurisdiction of the Furniture Board was extended to the whole State, and the Textile Board's powers were extended to cover wool spinners.

The *Wages Boards Act 1920* provides that determinations of Wages Boards appointed under the Act of 1910 and in existence on the passing of the present Act shall continue in force until abolished. On the 12th July, 1923, in pursuance of this provision the determinations of the following Boards were abolished by proclamation, viz.:—Commercial and Manufacturing Clerks Wages Board, and Produce Merchants Wages Board.

(viii.) *Commonwealth Court*.—Awards and variations during 1923 considerably outnumbered those made during the previous year, and at the 31st December there were 37 additional awards in force. Certain industries for the first time were made subject to Commonwealth awards, including the Electrical Engineering and the Rope and Cordage Industries previously regulated by State Awards.

(ix.) *Commonwealth Public Service Arbitrator*.—The number of determinations and variations made by the Arbitrator during 1923 was 58, as compared with 23 in 1922. During 1923 determinations were made for the first time for certain higher class officers of the Postmaster-General's Department. A large number of the 54 orders varying determinations provided for a consolidation of cost of living bonuses with salary.

(x.) *Industrial Peace Acts 1920*.—During 1923 the Special Tribunals appointed under the provisions of the above Acts made several awards in settlement of minor disputes at collieries in various States. Since 1920 there has been no general review of wages in the coal-mining industry.

(xi.) *Industrial Board—Territory for the Seat of Government.*—This Tribunal authorized by the Industrial Board Ordinances 1922, having power to fix rates of pay, hours and other conditions of employment in respect of workmen engaged upon Commonwealth works in the Territory, made a new award on the 11th October, 1923, which superseded the original award as varied. The unskilled labourer's rate of wage was fixed at 91s. per week of 48 hours, an increase of 6s. per week.

## CHAPTER XII.—CHANGES IN RATES OF WAGE.

1. **General.**—(i.) *History of Collection.*—The collection of information regarding changes in rates of wage throughout Australia dates from 1st January, 1913, and the statistical results of the first complete year (1913) were published in Labour Report No. 5. Annual figures for subsequent years have been given in Labour Reports Nos. 5 to 13, while details for the year 1923 are furnished in this chapter.

(ii.) *Definition of Change in Rate.*—For the purposes herein a change in rate of wage has been taken to mean an alteration in the weekly rates of remuneration 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 change are excluded. Each single change recorded relates to a change in the rates of wage effected in a specific industry or calling, and includes all changes to workers in that industry, irrespective of the occupations or trades affected. 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, separate arrangements, some of which may not have 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 has been adopted to obviate the necessity for separately recording changes affecting a small number of workers.

(iii.) *Sources of Information.*—Information regarding changes in rate of wage 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.