



VICTORIA  
GOVERNMENT GAZETTE.

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FRIDAY, DECEMBER 9.

[1938

Factories and Shops Acts.

DETERMINATION OF THE PHOTOGRAPHIC GOODS BOARD.

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

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

(1) That on the 8th December, 1938, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.			(b) Other Employees.	
Age.	Males.	Females.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age .. .. .	21 0	20 9	Adult Males—	
16 and under 17 years of age .. .. .	27 0	25 9	Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room .. .. .	
17 " 18 " .. .. .	34 0	29 6	92 6	
18 " 19 " .. .. .	41 6	32 6	All others .. .. .	
19 " 20 " .. .. .	54 6	36 3	84 6	
20 " 21 " .. .. .	67 0	41 3	Adult females .. .. .	
			49 0	

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.

PROPORTION (in any place).  
*Apprentices or Improvers.*

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

An indenture of apprenticeship has been prescribed by the Board.

Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females."

Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females."

(3) TIME OF BEGINNING AND ENDING WORK.—

	Time of beginning—	Time of ending—
Employees whose work is not essential to work in the coating room or emulsion room .. .. .	8 a.m.	5.30 p.m.
Female employees whose work is essential to work in the coating room .. .. .	7.45 a.m.	6.45 p.m.
Male employees whose work is essential to work in the coating room or emulsion room .. .. .	6 a.m.	11.30 p.m.

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

(a) Outside the hours fixed as the times of beginning and ending work .. .. .	}	Time and a half.
(b) Within the hours fixed as the times of beginning and ending work, after the employee has worked (exclusive of meal breaks) on any one day Monday to Thursday inclusive 8½ continuous hours and on Friday 9 continuous hours .. .. .		
(c) Within the hours fixed as the times of beginning and ending work in excess of 44 hours .. .. .		

(5) PIECE WORK.—The Board determines under the provisions of the Factories and Shops Acts that any employer and any employee may agree to fix and respectively pay and receive piece-work prices in respect of the work of such employee. Provided that the piece-work prices so fixed shall be such that such employee can earn not less than 5 per cent. more than the minimum wages rate prescribed for such employee.

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on Saturday or Sunday or on the following holidays, viz. :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted. Provided that time and a half shall be the rate paid for all work done on Saturday (not being a public holiday) to emulsion mixers, emulsion washers, finishers, melters, and preparers of emulsion for coating, coaters, and employees in the coating room.

(7) **HOLIDAYS.**—(a) All employees, including piece-workers, shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz. :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor. Provided that no holiday rate of pay shall be allowed in respect of any such days as may fall on a Saturday or Sunday.

(b) Any employee absenting himself or herself from work on any portion of the working day either before or after a holiday provided for herein without permission from the employer shall not be entitled to payment for such holiday. Provided that this clause shall not apply to an employee if he or she produces a medical certificate to show that such absence was due to personal ill-health.

(c) Any employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

(8) **SICK LEAVE.**—(a) If an employee absents himself or herself from duty the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to absence on holidays in accordance with clause (7), and as to cases of illness is subject to the sub-clause (b) next hereto.

(b) If the absence from duty of an employee engaged by the week be reasonable because of his own illness, not the result of his own misconduct nor occasioned while engaged in work or sport for profit (otherwise than under this Determination), and he produce within 48 hours to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate five days during any one year of the employment, or a proportionately less time during any shorter period of the employment. Provided that this sub-clause shall not apply to any employee who has not been in the employment for three months.

(9) **REST PERIOD.**—An interval of ten minutes to be selected by the employer shall be allowed to females between 10 a.m. and 11 a.m. each day for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats, but not the premises.

(10) **ANNUAL LEAVE.**—In each calendar year, or within one month thereafter, each employee who has been in the continuous employment of the same employer for not less than one year shall be granted eight continuous working days holiday on full pay (exclusive of the holidays specified in clause 7). Provided that if the factory or works at which he is employed shall be closed for the purpose of granting general annual holidays to the persons employed thereat, any employee who has been employed for less than one calendar year shall be entitled to *pro rata* holidays on full pay, i.e., one day for each complete six weeks of such service.

RAY. H. BEERS, P.M., Chairman.

W. HEATH, Secretary.

Melbourne, 21st November, 1938.