



# VICTORIA GOVERNMENT GAZETTE.

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No. 111]

THURSDAY, APRIL 4.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE PHOTOGRAPHERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder, and such portion of the City of Sandringham as is not included within the said District: the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 20th February, 1940, has had the power 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 taking, making, or doing any other work in the production of photographs, has made the following Determination, namely:—

(1) That on the 8th April, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.							OTHER EMPLOYEES.		
Experience.	Wages per Week.							Wages per Week.	
	Commencing Age—							Males.	Females.
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.			
<i>Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year ..	17 0	17 0	20 6	25 0	32 3	1st 6 months 32 3	Operators of cameras other than enlarging cameras—	71 0	64 0
2nd „ ..	22 0	25 0	30 9	40 3	51 6	2nd 6 months 40 6	21 years of age ..	84 0	75 6
3rd „ ..	29 0	35 6	42 6	52 0	..	..	22 „ „ ..	100 0	90 0
4th „ ..	40 0	48 9	55 9	..	..	..	23 „ „ or over ..	81 0	50 0
5th „ ..	51 0	59 9	..	..	..	..	Artists colouring or working up ..	85 0	49 0
6th „ ..	63 0	..	..	..	..	..	Retouchers ..		
<i>Females.</i>							Printers or developers—		
1st year ..	15 0	15 0	18 0	22 3	25 6	1st 6 months 27 0	(a) Developing plates or films exposed by amateurs, or		
2nd „ ..	17 0	18 3	21 6	24 0	29 3	2nd 6 months 31 0	(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives ..	87 6	47 6
3rd „ ..	20 0	21 0	23 3	27 0	..	..	Other printers, developers, and enlargers ..	87 6	55 6
4th „ ..	25 0	26 0	29 0	..	..	..	All others (including spotters) ..	80 0	42 6
5th „ ..	31 0	33 9	..	..	..	..			
6th „ ..	36 0	..	..	..	..	..			

PROPORTION.	
Apprentices.	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
An indenture of apprenticeship prescribed by the Board was approved on 19th June, 1923.	
Improvers.	
Two improvers to the first two or fraction of two persons, and thereafter one improver to each additional person receiving not less than the minimum wage.	

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(3) **ORDINARY WEEK'S WORK.**—The number of hours which shall constitute an ordinary week's work shall be as set out hereunder:—

1st November to the last day of February next following .. .. . 48 hours.  
1st March to 31st October next following .. .. . 44 hours.

(4) **OVERTIME.**—All work done in excess of the number of hours fixed for a week's work shall be paid for at the rate of time and a half.

(5) **SPECIAL RATES.**—Double time shall be the rate for all work done on Sunday, Christmas Day, Anzac Day, or Good Friday: and time and a half shall be the rate for all work done on New Year's Day, Australia Day, Labour Day, Easter Monday, King's Birthday, or Boxing Day; but if any other day be by Act of Parliament or proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

(6) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday, exclusive of the holidays mentioned in clause (5), in each year on full pay, and such holiday shall be given within three months of the completion of twelve months' service, provided that, for the purpose of this clause, any service prior to the 8th April, 1940, shall not be taken into account.

(7) **TIME AND WAGES RECORD.**—The employer shall keep a time and wages record showing the name of each employee, the number of hours worked each week, and the wages and overtime paid each week.

(8) **PREMIUMS OR BONUSES.**—No person shall, either directly or indirectly, request or permit any other person to pay or give or shall receive from any other person, any premium, bonus, consideration or payment for employing or teaching or purporting to employ or teach any person subject to this Determination any of the callings to which the Determination applies.

(9) **PIECE-WORK PRICES.**—That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:—

(1) *Retouching.*

	Quarter Plate.	Half Plate.		Whole Plate.	
		Evening Dress.	Ordinary Dress.	Evening Dress.	Ordinary Dress.
	per dozen.	per dozen.	per dozen.	per dozen.	per dozen.
	s. d.	s. d.	s. d.	s. d.	s. d.
Bust .. .. .	8 0	13 9	10 3	24 9	18 0
Extra figure .. .. .	4 3	5 6	6 0	11 0	10 3
Three-quarter length .. .. .	4 9	7 0	7 0	16 6	14 0
Extra figure .. .. .	3 9	4 0	4 3	8 0	7 0
Full length .. .. .	3 3	5 3	3 9	9 0	7 3
Extra figure .. .. .	2 9	3 9	2 9	5 9	5 6
	s. d.	s. d.	s. d.	s. d.	s. d.
Babies, nude .. .. .	7 3	10 3		20 0	

Third to sixth figure:—Each figure half the extra figure price; and all additional figures one quarter of the extra figure price.

(2) *Bromide Enlargements and other Non-contact Prints.*

(a) For making the negative, 6s. 2d. per dozen.

(b) For making print from negative:—

	s. d.		s. d.
6½ x 4½ .. .. .	7 4	per dozen. Toning,	2 2
8½ x 6½ .. .. .	7 4	"	2 2
10 x 8 .. .. .	7 4	"	2 2
12 x 10 .. .. .	9 2	"	3 8
15 x 12 .. .. .	9 2	"	3 8
18 x 15 .. .. .	13 6	"	4 3
23 x 17 .. .. .	26 4	"	7 4
24 x 18 .. .. .	26 4	"	7 4
30 x 25 .. .. .	53 3	"	13 6
40 x 30 .. .. .	66 2	"	26 4

When more than twelve non-contact prints from the same negative are ordered at one time, 25 per cent. less than the above rates. When 50 or more, 50 per cent. less than the above rates.

When various negatives are ordered at the same time, 10 per cent. less for 12 to 50 prints, and 20 per cent. less when more than 50 are ordered.

(c) Working up of enlargements:—

	Black and White or Sepia.		Water Color, Oil, or Pastel.	
	Original Negative.	Copy Negative.	Original Negative.	Copy Negative.
	each.	each.	each.	each.
	s. d.	s. d.	s. d.	s. d.
10 x 8 or 12 x 10 .. .. .	1 11	3 4	4 4	6 3
15 x 12 .. .. .	3 0	4 9	6 4	8 3
20 x 16 .. .. .	6 0	7 3		
23 x 17 .. .. .	6 0	8 9		

(3) *Lantern Slides.*

(a) From prints—making, masking, and mounting, 1s. 6d. each, or 11s. per dozen; from negative, 1s. each, or 6s. 9d. per dozen.

(b) Colouring, 9d. each, or 6s. 9d. per dozen.

(4) *Developing Negatives not hereinbefore provided for.*

(a) Plates—	s. d.
Quarter plates .. .. .	1 3 per dozen.
Half plates .. .. .	1 10
Whole plates .. .. .	2 5
8 x 10 .. .. .	2 8
12 x 10 .. .. .	4 3

Less than six plates, one-fourth extra on dozen rates.  
Proportional rates for similar sizes.

## (b) Films—

	s. d.
2½ x 2½ or No. 1 Brownie, per half-dozen .. .. .	0 4½
2 x 1½ or Pocket Kodak, per dozen .. .. .	0 6
2½ x 1½ or O.F.P.K. and Vest Pocket Kodak, per dozen .. .. .	0 6
3½ x 2½ or No. 2 Brownie, per half-dozen .. .. .	0 6
3½ x 2½ or No. 1 F.P.K., per dozen .. .. .	0 11½
4½ x 2½ or No. 1A F.P.K., per dozen .. .. .	0 11½
3½ x 3½ or No. 2 B.E., &c., per dozen .. .. .	0 11½
4½ x 3½ or No. 3 F.P.K., Cartridge, and Brownie, ½ plate, &c., per dozen .. .. .	0 11½
5 x 4 or No. 4 B.E., Cartridge, &c., per dozen .. .. .	1 3
5½ x 3½ or No. 3A F.P.K., per half-dozen .. .. .	0 8½
5½ x 3½ or No. 3A F.P.K., per dozen .. .. .	1 3
6½ x 4½ or No. 4A Folding Kodak, per half-dozen .. .. .	0 8½
7 x 5 or No. 5 Cartridge, per dozen .. .. .	1 9
7 x 3½ or No. 1 Panoram, per half-dozen .. .. .	0 11½
No. 2 Stereo Brownie, per five exposures .. .. .	1 3
6½ x 3½ or Stereo Veno and No. 2 Stereo Kodak, six double negatives .. .. .	0 11
12 x 3½ or No. 4 Panoram, per five exposures .. .. .	1 3

Proportional rates for similar sizes.

## (5) Contact Prints.

For Printing and toning any printing out paper or for printing and developing any developing paper :—

	Unmounted and Untrimmed.	Mounting and Trimming or Squeegee Glazing.
	per dozen. s. d.	extra per dozen. s. d.
2½ x 2½ or 2 x 1½ .. .. .	0 8½	0 3½
Between 2½ x 2½ or 2½ x 1½ and 5 x 4 or 5½ x 3½ .. .. .	0 11½	0 4½
5 x 4 and 5½ x 3½ .. .. .	1 3	0 4½
Between 5 x 4 or 5½ x 3½ and whole plate .. .. .	1 9	0 6½
Whole plate and up to 12 x 10 .. .. .	3 0	0 8½
No. 2 Stereo Brownie, per five double prints .. .. .	1 9	0 6½
6½ x 3½ Stereo or Stereo Veno or No. 2 Stereo Kodak, six double prints .. .. .	1 9	0 6½
12 x 3½ or No. 4 Panoram, per five prints .. .. .	2 8	0 11
12 x 10 or over .. .. .	5 1	1 6

Proportional rates for similar sizes.

In order that piece-work prices payable shall be net, the employer must—

(a) provide the material required ; or

(b) in the event of the worker supplying the material, pay the employee the ordinary price charged to the trade.

H. J. RICHARDSON, J.P., Chairman.

J. R. MACPHERSON, Secretary.

Melbourne, 21st March, 1940.





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No. 112]

FRIDAY, APRIL 5:

[1940

Factories and Shops Acts.

## DETERMINATION OF THE BRICK TRADE BOARD.

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

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

[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 brickmaking (including clay-digging)," has made the following Determination, namely:—

(1) That on the 3rd April, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.*		Improvers.		Other Employees.		Per Hour.	Wages per week of 44 hours.
WAGES.		WAGES.		FIREBRICKS AND TEXTURE BRICKS.		s. d.	s. d.
	Per week of 44 hours.		Per week of 44 hours.				
	s. d.		s. d.	Burners .. .. .	2 0 <sup>0</sup> / <sub>11</sub>		91 0
1st year's experience ..	19 0	14 years of age ..	27 2	Crusher attendants who also haul ..	1 11 <sup>10</sup> / <sub>22</sub>		87 6
2nd " " ..	25 0	15 " " ..	28 2	Crusher attendants who do not haul ..	1 11 <sup>10</sup> / <sub>22</sub>		85 0
3rd " " ..	29 7	16 " " ..	29 9	Wet pan attendants ..	1 11 <sup>10</sup> / <sub>22</sub>		87 6
		17 " " ..	33 7	Dry pan attendants who do not haul ..	2 0		88 0
		18 " " ..	40 9	Machine drivers ..	1 11 <sup>10</sup> / <sub>22</sub>		87 0
		19 " " ..	53 7	Hand moulders ..	2 1 <sup>1</sup> / <sub>11</sub>		94 0
		20 " " ..	56 2	Drawers ..	2 0 <sup>15</sup> / <sub>22</sub>		90 6
				Setters ..	2 1 <sup>1</sup> / <sub>11</sub>		94 0
				Facemen working in a clayhole 25 feet or less in depth where explosives are not used ..	2 11 <sup>10</sup> / <sub>22</sub>		95 0
				All other facemen ..	2 2 <sup>3</sup> / <sub>11</sub>		97 0
				Off bearers from wire cut machines ..	1 11 <sup>10</sup> / <sub>22</sub>		87 6
				Wheelers of green bricks ..	1 11 <sup>10</sup> / <sub>22</sub>		87 6
				Clayhole men (employer to provide tools)	2 11 <sup>10</sup> / <sub>22</sub>		95 0
				Pressers ..	1 11 <sup>10</sup> / <sub>22</sub>		86 6
				Loftmen ..	1 11 <sup>10</sup> / <sub>22</sub>		86 0
				Yardmen ..	1 11 <sup>10</sup> / <sub>22</sub>		85 0
				All others ..	1 10 <sup>1</sup> / <sub>11</sub>		81 0
				OTHER BRICKS.			
				Burners ..	2 0 <sup>0</sup> / <sub>11</sub>		91 0
				Machine drivers, machine riggers, or wet pan attendants ..	2 0 <sup>0</sup> / <sub>11</sub>		90 0
				Dry pan attendants who do not haul ..	2 0		88 0
				Crusher attendants who do not haul ..	1 11 <sup>10</sup> / <sub>22</sub>		86 6
				Crusher or dry pan attendants who also haul ..	2 1 <sup>1</sup> / <sub>11</sub>		92 0
				Drawers and Setters of fancy bricks (other than those employed in Hoffman kilns) ..	2 1 <sup>1</sup> / <sub>11</sub>		93 0
				Other Drawers ..	2 2 <sup>1</sup> / <sub>11</sub>		95 6
				Other Setters ..	2 2 <sup>1</sup> / <sub>11</sub>		95 6
				Facemen working in a clayhole 25 feet or less in depth ..	2 2 <sup>3</sup> / <sub>11</sub>		96 0
				All other facemen ..	2 3 <sup>8</sup> / <sub>11</sub>		101 0
				Clayhole men (employer to provide tools)	2 11 <sup>10</sup> / <sub>22</sub>		95 0
				Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers, or silomen ..	2 0 <sup>15</sup> / <sub>22</sub>		90 6
				Offbearers from wire cut machines ..	1 11 <sup>10</sup> / <sub>22</sub>		87 6
				Truckers ..	1 11 <sup>10</sup> / <sub>22</sub>		87 6
				Adults taking off brick machines ..	1 11 <sup>10</sup> / <sub>22</sub>		87 6
				Dampmen or kiln cleaners ..	2 0 <sup>0</sup> / <sub>11</sub>		89 0
				Loftmen ..	1 11 <sup>10</sup> / <sub>22</sub>		86 0
				Yardmen ..	1 11 <sup>10</sup> / <sub>22</sub>		85 0
				All others ..	1 10 <sup>1</sup> / <sub>11</sub>		81 0

\* The Board has determined that on and after 21st September, 1938, no person shall be taken as an apprentice.

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

Time of Beginning.		Time of Ending.	
7 a.m.	..	12 noon	on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m.	..	5.30 p.m.	on each of the other five working days of the week.

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

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

(c) All work done by machine drivers, machine riggers, and pan or crusher attendants either before or after the ordinary starting and finishing time of the factory shall be paid for at the rate of time and a half irrespective of the number of hours worked.

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

(6) PAYMENT FOR HOLIDAYS.—All employees shall be granted the holidays mentioned in clause 5 without deduction of pay.

(7) PAYMENT OF WAGES.—All wages due shall be paid not later than Friday in each week, except where otherwise mutually agreed between employer and employee.

(8) TERMINATION OF EMPLOYMENT.—Except when the conduct of an employee justifies instant dismissal or the conduct of the employer justifies an employee ceasing work without giving notice, seven days' notice of termination of employment shall be given by either employee or employer and any employee or employer failing to give such notice shall be liable to forfeit or pay respectively one week's pay in lieu thereof.

This clause shall not apply to any employee who is employed for less than three months.

(9) MORNING TEA INTERVAL.—A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, such interval shall be arranged by the employer so as to avoid the necessity for a stoppage of operations in the establishment.

(10) ASSISTANCE FOR TRUCKERS.—Truckers wheeling 75 yards or over shall be supplied with assistance.

#### PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

(11) The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards .. .. .	2 5½	2 8½	2 4	2 7½
26 to 36 yards .. .. .	2 9½	3 2	2 8½	2 11½
36 to 46 yards .. .. .	3 0	3 3½	2 10½	3 2
Over 46 yards .. .. .	3 6½	3 8½	3 5½	3 8½

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards .. .. .	3 7½	3 10½	3 11	4 1½
26 to 36 yards .. .. .	4 0	4 2½	4 3½	4 6
36 to 46 yards .. .. .	4 2½	4 5	4 5½	4 8½
Over 46 yards .. .. .	4 8½	4 11½	5 0	5 2½

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets .. .. . 2s. 3½d. per 1,000 bricks

	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and offbearing to grass hacks	14 2
" " " " in sheds .. .. .	12 3
" " " " from bowling stool and placing on grass hacks (where material is placed on the table) .. .. .	10 1
" " " " from bowling stool in sheds (where material is placed on the table) .. .. .	9 2
" " " " fancy bricks and offbearing to hacks or in sheds .. .. .	14 2
" " " " from bowling stool .. .. .	12 9
Setting .. .. .	2 5
Picking blues .. .. .	20 0

#### PIECE-WORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

(12) The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piece-work prices to any person employed in fire-brick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

D. BERRIMAN, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 18th March, 1940.