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[1940

Factories and Shops Acts.

DETERMINATION OF THE PROCESS ENGRAVERS BOARD

Adjusted pursuant to section 21 of the *Factories and Shops Act 1934* (No. 4275).

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

FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the Factories and Shops Acts and in consequence of the provisions contained in a determination made on the 25th January, 1939, by the Process Engravers Board, and published in the *Government Gazette* on the 13th February, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the process trade or business of a process engraver.

(1) The adjusted rates herein shall be paid as from the beginning of the first pay period to commence in June, 1940.

(2)

Apprentices.		Improvers.		Juvenile Workers.		Other Employees.	
Wages per week. s. d.		Wages per week. s. d.		Wages per week. s. d.		Wages per week. s. d.	
1st year	16 6	1st year	22 0	1st year	12 6	Half-tone fine etcher, operator, line etcher, photo-lithographer, printer, or engraver—	
2nd year	20 6	2nd year	28 6			21 years of age	113 0
3rd year	28 0	3rd year	40 0			And thereafter	118 0
4th year	37 6	4th year	48 0			Router, moulder, or proofers ..	111 0
5th year	49 0	5th year	63 6				
6th year	65 6						
Provided that where a person is more than sixteen years of age at the date of execution of the indentures the term may be five years and the wages as follows:—		PROPORTION (in any place).					
s. d.		One improver to every four employees receiving not less than 111s. per week.					
1st year	20 6	NOTE.—The Apprenticeship Commission has provided that after the 22nd August, 1928, no new improver shall be employed except with the consent of the Commission.					
2nd year	28 0						
3rd year	37 6						
4th year	49 0						
5th year	65 6						
PROPORTION.							
1. Within the Metropolitan District the proportion shall be as fixed by the Apprenticeship Commission.							
2. Outside the Metropolitan District one apprentice to every three or fraction of three workers receiving not less than 111s. per week.							

(3) DEFINITION.—A juvenile worker is any person under 17 years of age (other than an apprentice or improver) who may be employed for not more than one year in cleaning, attending on operator, rocking baths, mounting, or proving.

(4) Hours.—The number of hours for an ordinary week's work shall be:—

Day shift	44 hours
Night shift (excluding persons engaged in daily newspaper offices)	35 "

(5) **TIMES OF BEGINNING AND ENDING WORK.**—For all persons other than those engaged in daily newspaper offices:—

Day shift—

	Time of Beginning.	Time of Ending.
Monday to Friday	8 a.m.	6 p.m.
Saturday	8 a.m.	12.30 p.m.
Night shift—Monday to Friday	2 p.m.	11 p.m.

(6) **OVERTIME**—

(a) In daily newspaper offices any employee who works for any time in excess of 8 hours in any one day or in excess of 44 hours in any week shall be paid for such extra time at the rate of time and a half.

(b) In all other places overtime calculated on the ordinary rates shall be paid for as follows:—

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| (i) Within the hours fixed as the times of beginning and ending work in excess of 44 hours per week if day shift and 35 hours per week if night shift | } Time and a half for the first twelve hours, and double time thereafter. |
| (ii) In excess of 8 hours in any one day in factories working 5½ days a week, and in excess of 9 hours in any one day in factories working 5 days a week | |
| (iii) Outside the hours fixed as the times of beginning and ending work (with the exception of work done after midnight or after the usual finishing hour on Saturday) | |

(7) **WORK DONE AFTER MIDNIGHT OR AFTER USUAL FINISHING TIME ON SATURDAY.**—Work done after midnight or after usual finishing time on Saturday (except in daily newspaper offices) shall be paid for at double rates calculated on the ordinary rates.

(8) **SPECIAL RATE.**—All work done (except in daily newspaper offices) on night shift between the hours of 6 p.m. and 11 p.m. shall be paid for at 1s. per hour in addition to the ordinary rate.

(9) **PUBLIC HOLIDAYS.**—Double time shall be paid for all work done (except in daily newspaper offices) on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour 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.

(10) **HOLIDAY PAY** (employees in daily newspaper offices excepted)—

- (a) Every employee (including every apprentice) who has been in continuous employment in any one factory for a period of not less than the last six months preceding Christmas Day in any year and who is not required to work on the days between Christmas Day and New Year's Day (inclusive) shall receive his ordinary wage for each usual working day in that period. To be entitled to receive payment as herein provided an employee must be ready, available, and willing to work (should an employer require his services) on the last working day preceding Christmas Day, and on the first working day after New Year's Day.
- (b) Every employee (including every apprentice) who was employed on any one of the six working days immediately preceding any of the following days:—Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, King's Birthday, and Melbourne Cup Day, and who is not required to work on these days shall receive his ordinary wage for each such day.

(11) **MEAL TIME.**—Each person employed on night shift shall receive a meal time of not less than one hour.

(12) **NOTICE OF INTENTION TO WORK OVERTIME.**—In every case where practicable an employer shall give 24 hours' notice to each employee of his intention to work such employee overtime. In each case where such notice has not been given and the employee is required to work overtime for not less than one hour he shall receive One shilling and sixpence as tea money, in addition to any other special payments provided.

(13) **EMPLOYEE RECALLED TO WORK** (employees in daily newspaper offices excepted).—Any employee having ceased work for the day and who after a period of not less than one hour has been recalled to work shall receive at least the equivalent of three hours' pay for the class of work done.

(14) **OVERTIME TO BE CONTINUOUS.**—Where overtime after the usual time of ceasing work is worked it shall, with the exception of a break of not more than one hour for a meal, be continuous, provided that this clause shall not operate in the case of an employee recalled to work as provided in clause (13).

(15) **TRANSPORT.**—Where an employee is required to work so late that the ordinary transport services are not available for his conveyance home, special means shall be provided by the employer.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 24th May, 1940.