



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 77]

TUESDAY, MARCH 3.

[1942

Factories and Shops Acts.

DETERMINATION OF THE PROVINCIAL PRINTERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The cities of Ballarat, Bendigo, Geelong, Geelong West, Mildura, 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 25th May, 1937, has had the power to determine the lowest prices or rates which may be paid to any person employed in the trade of:—

- (a) Printing;
 - (b) Bookbinding (including making loose sheet covers of any kind);
 - (c) Paper ruling;
 - (d) Stereotyping or electrotyping;
 - (e) Preparing lithographic work by drawing or lettering on a lithographic plate, or on any other material;
 - (f) Preparing printed matter for sale or distribution;
 - (g) Carbonising,
 - Gumming,
 - Varnishing, or
 - Waxing
- } Paper, cardboard, or similar materials—

but not including any process subject to the jurisdiction of the Stationery Board, has made the following Determination, namely:—

- (a) That as from the beginning of the first pay period to commence on or after the 18th February, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- (b) That Part I. hereof shall apply only to persons employed in Daily Newspaper Offices, and that Part II. hereof shall apply to all persons other than those employed in Daily Newspaper Offices.

(1) PART I.—DAILY NEWSPAPER OFFICES ONLY.

First Column.	Second Column.	Third Column.
Number of Rate.	Description of Employment.	Weekly Wage.
TABLE "A."—ADULT MALES.		
A1.	Machine compositor: that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d. 6 3 0
A2.	Probationary machine compositor—	
	(a) For a first period of six months' probation	5 14 0
	(b) For a second period of six months' probation	5 17 0
	(c) Thereafter the rate for a machine compositor	6 3 0
A3.	Provided that any probationary machine compositor, who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in a workmanlike manner shall be paid	6 3 0
A4.	Proof reader	5 17 0
A5.	Proof reader and reviser	5 17 0
A6.	Proof reader's assistant	4 10 0
A7.	Hand compositor	5 14 0
A8.	Sluggor	5 14 0
A9.	Bulk hand	5 14 0
A10.	Stone hand	5 17 0
	(A compositor shall be classed as a stone hand when the greater part of his working time is occupied in classifying advertisements and/or making up pages. One hand compositor in each office shall receive this amount.)	
A11.	(An employer shall have the right to allot to any hand compositor, sluggor, bulk hand, or stone hand any class of work in the composing room, including reading.)	

PART I.—DAILY NEWSPAPER OFFICES ONLY—*continued.*

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES— <i>continued.</i>		
		£ s. d.
A12.	Stereotyper	5 14 0
A13.	Stereotyper's assistant	5 2 0
A14.	Rotary machinist or rotary machine minder	6 0 0
A15.	Rotary machinist's assistant, first class, whose work shall include one or more of the following:— Blanketing, braking, controlling, switching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily	5 5 0
A16.	Rotary machinist's assistant, second class, whose work shall include one or more of the following:— Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening	4 16 0
A17.	Machinist working a flat bed machine printing from a reel	5 14 0
A18.	Publishing employee	4 19 0
A19.	(a) Working mechanic of slug-casting machine, if in charge (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.)	5 14 0
	(b) Other working mechanic	5 10 0
A20.	Cleaner of slug-casting machine	4 10 0
A21.	Galley puller	4 10 0
A22.	Storeman	4 13 0
A23.	Male employee not otherwise specified	4 7 0
A24.	An employee working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
TABLE "B."—ADULT FEMALES.		
		£ s. d.
B1.	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, and/or printing on work not allotted a marginal difference in Table "A," or as copyholder, embosser, and/or numberer, or as a feeder on letterpress, and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	2 16 0
B2.	Female employee in charge of or who supervises, directs, or is responsible for the work of— (a) Up to eight employees	2 12 0
	(b) From nine to fifteen employees (both inclusive)	3 5 6
	(c) Over fifteen employees	3 11 6
B3.	Female employee not otherwise specified	2 6 0

NOTE.—See clause 28 (g) *re* additional rate to be paid to any person employed in bronzing by hand, or dusting-off by hand.

(2) FEMALE TO BE PAID MALE RATE.

Where a female is employed to do any work specifically named or described, or of the class mentioned in Table "A" of this Part, which is not specifically named or described in Table "B" of this Part, she shall be paid the rate which is prescribed for the male.

(3) RATES FOR JUNIORS AND APPRENTICES.

Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

	Per Week.
	£ s. d.
1. Under 15 years of age	0 18 6
2. Between 15 and 16 years of age	1 3 6
3. Between 16 and 17 years of age	1 9 6
4. Between 17 and 18 years of age	2 0 6
5. Between 18 and 19 years of age	2 10 6
6. Between 19 and 20 years of age	3 1 0
7. Between 20 and 21 years of age	3 11 6

Where the work is performed by a male apprentice:—

	Per Week.
	£ s. d.
8. First year	0 18 6
9. Second year	1 3 6
10. Third year	1 9 6
11. Fourth year	2 0 6
12. Fifth year	2 10 6
13. Sixth year	3 11 6

14. A junior or an apprentice working on a night shift for a week shall be paid 4s. 6d. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the Regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Where the work is performed by a female employee under the age of 21 years:—

	Per Week.
	£ s. d.
1. First year's experience	0 18 6
2. Second year's experience	1 2 0
3. Third year's experience	1 7 0
4. Fourth year's experience	1 12 0
5. Fifth year's experience	2 2 6

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.

7. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

PART I.—DAILY NEWSPAPER OFFICES ONLY—*continued.*

(4) FOREMAN OR LEADING HAND.

In any office where three adult employees are permanently employed and one of their number, in addition to his ordinary work, has added responsibility, he shall be paid not less than 5s. per week above the minimum rate prescribed in this Determination for the work ordinarily done by him, but if four or more adult employees are permanently employed, such an employee shall be paid not less than 10s. per week above the minimum rate prescribed in this Determination for the work ordinarily done by him.

(5) REST INTERVAL FOR FEMALES.

There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Saturday inclusive, in each week for a female employee, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

(6) WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.

No work shall be taken off the employer's premises to be executed by any employee.

(7) LIMITATION OF EMPLOYMENT OF FEMALES.

A female employee shall not be employed in the mechanical departments of any office, except as a feeder on a letterpress, lithographic, or ruling machine, or as a copy-holder, or on an addressograph machine, or on such work as is now usually done by a female in a bookbinding department.

(8) FEMALES NOT TO OPERATE GUILLOTINE MACHINES.

A female shall not operate any guillotine machine.

(9) FEMALES NOT TO WASH-UP OR FEED MACHINES, ETC.

A female shall not be required or permitted to wash-up or clean a printing machine; or feed any Armoury press or platen machine used for carton cutting; or feed a platen printing machine if under the age of eighteen years.

(10) JUNIORS.

(a) No department shall be manned exclusively by juniors.

(b) The proportion of juniors shall, subject to clause 24 (a) (vi) of this Part, be as follows:—

(i) Not more than one junior of not less than seventeen years of age (other than a junior carrying papers from a machine to the publishing room) in any crew of a rotary machine or of a flat-bed rotary machine, where the crew comprises three or less than three adults permanently employed.

(ii) Not more than one additional junior of not less than twenty years of age, where any crew of a rotary machine is composed of four or more adults permanently employed.

(iii) Not more than one junior of not less than sixteen years of age shall be employed for every three or part of three adults employed permanently as publishing employees.

(iv) Not more than one junior galley puller shall be employed in any office.

(v) Not more than one junior of not less than seventeen years of age shall be employed in the stereotyping department of any daily paper office.

(c) A male under the age of seventeen years shall not be employed as a stereotyper's assistant, or rotary machinist's assistant, or flat-bed machinist's assistant working from a reel, and a male under the age of sixteen years shall not be employed as a publishing assistant.

(d) Juniors shall be given opportunities to become proficient in different classes of work, and where the variety of work permits, shall be taught higher-grade work as they progress in the knowledge of their work.

(11) NUMBER AND PROPORTION OF STEREOTYPER'S ASSISTANTS.

Not more than one adult stereotyper's assistant shall be employed in any newspaper office for each stereotyper permanently employed. For the purpose of this clause "permanently employed" means continuously employed for a period of not less than six calendar months.

(12) MEAL PERIOD.

(a) In daily newspaper offices, the commencing time for meals shall be such as may be mutually arranged between each employer and the employees, and in default of such agreement, as fixed by this Wages Board. The meal period shall be fixed by the printer, and may vary from night to night, but shall not be less than 30 minutes or more than one hour.

(b) No employee shall be compelled to break shift except for meals, and a shift shall not exceed five hours without a break for meals.

(c) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

(13) HOURS AND OVERTIME.

Day Work.

(i) The hours of duty of time work or piecework employees on day work shall not exceed 44 per week, to be worked from Monday to Saturday inclusive, within 7 hours 20 minutes a day on any five working days, and within 9 hours on one working day, such hours shall be worked between 8 a.m. and 6 p.m., provided that when work finishes not later than 12.30 p.m. on Saturday, up to 8 hours a day may be worked from Monday to Friday inclusive.

Night Work.

(ii) Night shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.

(iii) The hours of duty for night shift time work or piecework machine compositors shall not exceed 42 per week, and for all other employees shall not exceed 44 per week, to be worked from Sunday to Friday inclusive, within 7 hours 20 minutes per night on any five working nights, and within 9 hours on one working night.

(iv) The hours of commencing and finishing duty on each shift of all employees on night shift or unusual shift shall be arranged from time to time between each particular employer and the Union, and in case they are unable to agree, by this Wages Board.

(v) On any day when the hours of any night shift overlap the day shift hours, the night shift hours shall be observed, and the night shift wage shall be paid for such shift.

(vi) No employee under the age of sixteen years shall be employed as a copy holder on night shift, and no employee under the age of seventeen years shall perform any other class of work on night shift.

(vii) Except as provided in paragraph (vi) of this sub-clause, or in clause 15 hereof, no junior worker under the age of seventeen years shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day.

Overtime.

(viii) All work done by a time worker in excess of or outside the hours mentioned in paragraphs (i), (ii), and (iii) hereof or in excess of the hours of the prescribed shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours on any one shift, and double time thereafter.

(ix) All work done by a pieceworker in excess of or outside the hours mentioned in paragraphs (i), (ii), and (iii) hereof or in excess of the hours of the prescribed shift, shall be overtime, and shall be paid for at rate and a half for the first three hours on any one shift and double rate thereafter.

(x) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

PART I.—DAILY NEWSPAPER OFFICES ONLY—*continued.*

(xi) Where notice of overtime in excess of one hour has not been given to any day worker during the previous shift, and where the tea interval is insufficient to enable the employee to visit his home, 2s. shall be paid as an allowance for tea money, and the same allowance shall be made for each meal reasonably occurring during such overtime work.

(xii) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift, shall be paid double time or double rate for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts, with a minimum of three hours' work, or payment therefor: Provided that this clause shall not apply where shifts are being changed, or to a case where it is necessary for an employee to work in the place of an employee who is absent through sickness. In any case where conditions satisfactory to the Printing Industry Employees Union of Australia are arranged in writing with an employer, with respect to the minimum of three hours' work, or payment therefor, a shorter interval than 36 hours after the sixth shift may be adopted.

(xiii) Double time or double rate shall be paid for all work done on Saturday after the finishing time of an employee or in excess of the weekly hours prescribed above in this sub-clause, and on Sunday, provided that work for a morning daily newspaper done after 6 p.m. on Sunday shall be classed as ordinary work, and included in the employee's usual weekly hours.

(xiv) No employee under sixteen years of age shall be employed on overtime.

HOURS TO BE POSTED.

(14) The commencement time of any day or night shift (other than an emergency shift) for a daily newspaper shall be conspicuously displayed in each work-room at least one hour prior to the finish of the preceding day or night shift, as the case may be, but such time shall be within the appropriate spread of hours prescribed for daily newspaper shifts in this Determination.

DUTIES AT UNUSUAL HOURS.

(15) A junior or apprentice employed in any printing office may, subject to the written approval of the said union, agree with his employer to attend the place of employment outside the usual working hours to arrange the heating of linotype metal-pots, and for such attendance shall be given such allowance in time or money as is reasonable for the time so occupied by him. Any agreement made in accordance with this clause shall not be deemed to contravene any prescribed condition in the Determination relating to wages or the starting or finishing times of any shift or weekly hours of employment. In the event of the said union withholding its approval, the proposed agreement may be dealt with by the Secretary for Labour.

TERMS OF EMPLOYMENT.

(16) (a) No employee shall be employed other than as a weekly time-worker employee or a weekly piece-work employee, or a casual time-work employee or a casual piece-work employee.

(b) A weekly time-work employee to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee; but such work shall be of a similar class to the work usually performed by such employee.

(c) Any weekly time-work employee not attending for duty will lose his pay for the actual time lost unless he produces, or forwards within 28 hours of the commencement of such absence, evidence satisfactory to the employer or the Secretary for Labour that his non-attendance was due to personal ill health necessitating such absence, but he shall not be entitled to payment for non-attendance on the ground of personal ill health for more than six days in each year. Such year begins on the first day of June in each year. An employee is to be entitled to not more than six days' payment in any year under this clause of the Determination, notwithstanding that he may be employed by different employers.

(d) A weekly piece-worker is a piece-worker engaged as a weekly employee. The following conditions apply to the employment of a weekly piece-worker:—

(i) On each working day or night of the week, the weekly piece-worker shall present himself for employment at the usual time for beginning work at the place of business of the employer, unless informed by the employer that his attendance on any day or on any night is not required, but in any case where an employer has no work for a piece-worker to do on the next following shift, he shall so inform the employee prior to his terminating work, and in any such case the employee shall not be obliged to present himself for work on the following shift.

(ii) If the weekly piece-worker begins work on any such day or any night, he shall (subject to the provisions of sub-clause (e) of this clause) receive not less than four hours' continuous employment, or be paid for such four hours at the rate prescribed for a machine compositor on time work.

(iii) Subject to the provisions of sub-clause (e) of this clause, a weekly piece-worker shall be guaranteed at least 30 hours' employment in any working week. If such employment is not provided for him in any week, and in such week he complies with the provisions of paragraph (i) of this sub-clause, and faithfully performs all work provided for him during that week, he shall be paid for any hours short of this guarantee at the rate prescribed for a machine compositor on time work, and this notwithstanding that any public holiday or holidays occur in such week.

(iv) For six days in any year, such weekly piece-worker will be excused for not presenting himself for employment at the proper time and place, and such non-attendance shall not disentitle such piece-worker to payment for such absence if within 28 hours of the commencement of any such absence he produces or forwards to the employer evidence satisfactory to the employer, or to the Secretary for Labour, that his non-attendance was due to personal ill health necessitating such absence. The year begins on the first day of June in each year. A weekly piece-worker shall be entitled to the benefits of this sub-clause in respect of not more than six days during any such year notwithstanding that he may be employed by different employers.

(v) A piece-worker shall be paid for five hours for each of the six absences provided for in this sub-clause at the rate prescribed for a machine compositor on time work. An employer shall be entitled to count such five hours in any week in which a piece-worker has been sick to make up the weekly guarantee of hours in any week in which a piece-worker has worked less than 30 hours.

(vi) In respect of each public holiday referred to in clause 17 hereof, which occurs in any week, and on which the weekly piece-worker is not required to work by the employer, he shall be paid for five hours at the rate prescribed for a machine compositor on time work.

(e) The employment of a weekly time-work or piece-work employee may be terminated by one week's notice on either side, and such notice may be given at any time during any week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike of the said union, or any other union, or through the breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.

(f) Where a weekly piece-work employee gives or receives one week's notice of the termination of his employment, he shall, during the week that such notice runs, be given the same amount of piece-work as it has been customary for him to perform during the period of his employment.

(g) If an employee's services be terminated during the course of a week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter.

(17)

LEAVE OF ABSENCE.

(a) Nothing in this clause has reference to absence occasioned by ill health.

(b) Every employee shall be entitled to and be allowed fourteen working days' (excluding Christmas Day and Good Friday) leave on full pay in respect of each completed period of twelve calendar months' service, of which fourteen working days, twelve such days at least shall be consecutive, during the continuance of this Determination.

(c) The period of twelve consecutive working days prescribed in sub-clause (b) herein shall include public holidays occurring within the period, but shall not include Sunday occurring within the period, or Good Friday or Christmas Day.

(d) Leave shall be taken at such time as the employer deems convenient, but within three months of such holidays becoming due. The employer may, at his option, allow an employee to take such annual leave before the completion of such twelve calendar months' service. An employee shall be given at least two weeks' notice of the commencing date on which he will be required to take his leave.

PART I.—DAILY NEWSPAPER OFFICES ONLY—*continued.*

(e) If the employment shall be terminated after any annual leave shall become due, and the annual leave not have been taken, the employee shall be entitled to the payment of two weeks' wages in lieu thereof, the wages to be calculated as of the date when the leave accrued due.

(f) If during any twelve months of his service the employment of an employee who has been employed for more than three calendar months is terminated, such employee shall be paid the proportion of two weeks' wages which the period of employment bears to twelve calendar months. For the purpose of this clause, "the period of employment" shall mean the period commencing with his first employment, or upon the expiration of any twelve months of his employment.

(g) The wages payable to a pieceworker under this clause shall be the wages fixed for a machine compositor on time work.

(h) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(i) If in any twelve months of his service an employee entitled under this clause to leave on full pay as prescribed in sub-clause (b) herein, has not been allowed such leave, he shall be paid for each of the days mentioned, if a time-worker, at the full rate of payment, or if a pieceworker at the rate for a time-work machine compositor, notwithstanding that in respect of each of such days he has already received his wages or piecework payment, as the case may be, without deduction, and such amount may be claimed within nine months after the expiration of such twelve months.

(j) Payment under the above sub-clause (i) shall not excuse an employer for failure to allow an employee to take a holiday or leave to which he is entitled under this clause, and such failure shall be a breach of this Determination, notwithstanding any agreement whereby the employee purports to waive the holiday or leave to which he is entitled.

TIME BOOK.

(18) (a) Each employer shall keep a time and wages book, correctly and fully written up in ink, showing the name of each employee and his occupation, the hours worked (including overtime) each day or night, and the wages, overtime and allowances paid each week, provided that the employer may, at his option, use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or when a clock is installed, the time cards, shall be open for inspection by a duly accredited official of the said union during the usual office hours at the office or other convenient place.

(b) A duly accredited official of the said union shall mean any officer of the Victorian Branch of such organization who may be accredited in writing by the secretary of such branch, and shall include the secretary.

POWER TO ENTER.

(19) The secretary of the Victorian Branch of the Printing Industry Employees Union of Australia, or an officer of such branch accredited in writing by the secretary, shall, by arrangement with the employer or his representative in charge, have the right to enter and inspect during working hours any part of a printing factory or workshop and to interview the employees in working hours. The official shall exercise this right reasonably, and shall interfere with the work and duties of an employee as little as possible.

CASUAL EMPLOYEES.

(20) (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly time-worker or weekly piece-worker. A casual employee after two weeks of continuous employment as a casual employee shall become a weekly time-worker or weekly piece-worker.

(b) Where a casual employee commences duty, or where the employer expressly agrees to employ a casual employee on any employment, and the casual employee, in pursuance of such agreement, actually attends for duty, such employee—

(i) If a time-worker engaged in the publishing department, shall be paid for three hours of employment at the least;

(ii) If a time-worker engaged as a machine compositor, shall be paid for four hours at the least;

(iii) If a time-worker engaged in any other work, shall be paid for four hours at the least;

(iv) If a piece-worker, shall be given four hours' work at the least or paid for four hours at the appropriate rate for a time-worker.

(c) The hourly rate for any work for which a weekly rate is prescribed by this Determination is to be ascertained by dividing the weekly rate by the number of hours which constitute the employee's prescribed working week.

(d) A casual employee, other than a casual publishing employee, whether working at piece-work or time-work and working on day shift, shall be paid for such work the piece-work rate or the hourly rate prescribed for such work, with the addition of 10 per cent.

(e) A casual employee, other than a casual publishing employee, whether working at piece-work or time-work, and whether working mixed day and night shift, or night shift, or on work extending to not later than 6 o'clock Sunday morning, shall be paid for such work the piece-work rate or the hourly rate prescribed for night work, with the addition of 10 per cent.

(f) A casual publishing employee, working on day shift, shall be paid for such work the hourly rate of 2s. 1d. per hour.

(g) A casual publishing employee, whether working mixed day and night shift, or night shift, shall be paid for such work the hourly rate of 2s. 4d. per hour.

(h) A casual employee, when working overtime shall have his rate of pay as a casual employee increased by the same proportion (e.g., one half, or double, as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employee is directed to be increased under this Determination for work done on overtime with the addition of 10 per cent.

PROBATIONERS ON TYPE-CASTING OR SLUG-CASTING MACHINES.

(21) An employer shall not employ an employee as a probationer on the keyboard of a type-casting or slug-casting machine unless such employee is a compositor who has served a full term of apprenticeship or is an apprentice who has served three years' apprenticeship as a compositor.

PIECE-WORK.

(22) (a) No work shall be performed by any employee by contract or sub-contract or other similar system.

(b) No piece-work shall be performed by an employee other than in respect of work done in connexion with machine composition in daily newspaper offices in Ballarat, Bendigo, and Geelong, and in any other daily newspaper office where four or more slug-casting machines are in use, as may be agreed upon between the said union and an employer or failing agreement as fixed by this Wages Board.

(c) The minimum piece-work rates payable to an employee by an employer shall be the rates prescribed in Schedule "A" of this Part. Such Schedule is hereby incorporated in this Determination.

CALL CLAUSE.

(23) (a) In respect to newspaper work, two hours shall be paid for as a call to any employee brought in on any week-day to issue any special edition or do any work not in his ordinary working hours for that week. Such call, together with the time worked, shall be paid for at the rate of time and a half or rate and a half, except on Sundays. On Sundays, double time or double rate shall be paid for the call, and for the time worked, with a minimum of two hours. This clause shall only apply when an employee is not notified before he leaves work that he will be required for special duty. In any case where an employee is brought in without notice because of another employee having unexpectedly absented himself from his work, the provisions of this clause shall not apply, but the employee so brought in to work shall be paid double time or double rate for the hours worked by him should such hours be outside his ordinary working hours for that week.

(b) In respect to commercial printing work, one hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by for work, shall be paid for as a call to any employee brought in to do any work not in the ordinary working hours, such to be paid for at the rate of time and a half or rate and a half, except on Saturday afternoon and Sunday, when double time or double rates shall be paid.

PART I.—DAILY NEWSPAPER OFFICES ONLY—*continued.*

APPRENTICES.

SECTION 1.

(24) (a) General conditions.

- (i) An apprentice shall be indentured for a period of six years: Provided that when a boy is more than sixteen years of age at the date of the indenture, the period shall be five years, but such apprentice shall, for the purposes of calculating his wages be deemed to have already served a period of one year.
- (ii) An apprentice indentured to hand or machine composition or hand and machine composition and attending and adjusting slug-casting and/or type-casting machines, shall be indentured only to an employer employing both hand and machine compositors actually engaged in hand and machine composition.
- (iii) A boy above the age of eighteen years shall not be employed as a probationer for apprenticeship, and shall not be apprenticed unless the Secretary for Labour has consented to such apprenticeship.
- (iv) If an employer is unable to fulfil his obligation to any apprentice, it shall be lawful for such apprentice to complete his term with another employer who may, with the consent of the Union or the Secretary for Labour, take and employ him as such apprentice.
- (v) The duties of an apprentice shall be so arranged by the employer that as he progresses in his knowledge and skill in his apprenticeship, his duties shall be varied accordingly, and he shall be placed on higher or more skilful work from time to time.
- (vi) An employer shall not employ any person under the age of 21 years other than a copy-holder, in connexion with any branch of the industry in respect of which provision is made for apprentices unless as an apprentice indentured in accordance with the provisions of this Determination. Provided that any such person may be employed as a probationer for apprenticeship for a period not exceeding six months, and should such person afterwards become indentured, such period shall be reckoned as portion of his apprenticeship: And provided further that this clause does not exclude the employment of boys for such classes of work as going messages, sweeping-up, cleaning machines, or feeding printing machines, &c.
- (vii) No apprentice under the age of 17 years shall be employed on night work.
- (viii) A copy of each indenture shall be delivered by the employer to the apprentice and to the Secretary for Labour.
- (ix) The wages and conditions prescribed in this Determination for apprentices shall apply to all apprentices.

SECTION 2.

(b) Special conditions.

- (i) A beginner shall be apprenticed to learn, and shall be fully and thoroughly taught and instructed by the employer in one of the following branches of the printing industry:—
 - (a) Hand composition.
 - (b) Hand and machine composition and attending and adjusting slug-casting machines.
 - (c) Slug-casting machine attending and adjusting.
- (ii) An apprentice to hand composition shall be taught and instructed in all phases of newspaper hand composition and all things incidental thereto, including galley-pulling, copy-holding, proof-reading, floor, bulk, and stone work (including the classification of advertisements).
- (iii) An apprentice to hand and machine composition and attending and adjusting slug-casting machines shall be taught and instructed in hand composition for the first three years, and, in addition, shall be taught and instructed in machine composition and attending and adjusting slug-casting machines during the last three years of his apprenticeship, when the period of apprenticeship is six years and during the last two years when the period is five years.
- (iv) An apprentice to slug-casting machine attending and adjusting shall be taught and instructed in the mechanism of such machines, how to attend and adjust them and make such repairs to them as the mechanical equipment of the employers' business will permit.

SECTION 3.

Proportion of Apprentices.

(c) In the composing department or in the slug-casting machine attending and adjusting department where one skilled adult is permanently employed at full rates as provided in this Determination, one apprentice or boy working on probation as hereinbefore provided may be employed, and, in addition, one apprentice to each succeeding five skilled adults permanently employed in each of such departments. The maximum number of apprentices in any department shall not exceed three where fewer than twenty skilled adults are employed or four where twenty or more skilled adults are employed. For the purpose of this sub-clause, permanently employed means continuously employed for a period of not less than six calendar months. Indentures entered into under this sub-clause shall be so arranged that there shall be at least six months between the commencing dates of each indenture in the different departments.

SECTION 4.

Technical Education.

(d) In any place

- (i) Each apprentice shall, after the completion of his first year of apprenticeship, attend and be permitted by his employer to absent himself during ordinary working hours for the purpose of attending for four hours every week a suitable technical school or other school for study and instruction in the branch of the industry to which he is apprenticed, for the period of three years or for the period of any prescribed course approved by the union or by the Secretary for Labour, if such school is available. Wherever a State Technical School provides instruction in an apprenticeship trade such State Technical School shall be accepted as a suitable school for the purpose of this Determination.
- (ii) there be no such technical or other school as aforesaid, then the employer shall permit the apprentice for four hours in any week during ordinary working hours to perform on the employer's premises the theoretical or practical work of or incidental to a correspondence course with such technical or other school, whether such school is situated in Victoria or in another State, until the course is completed, provided that the said course is approved by the said union or the Secretary for Labour.
- (iii) If the apprentice produce a certificate from such technical or other school showing that he has given satisfactory attention, by attendance, correspondence or otherwise, to the work of the school for a quarter or other term, then for that term there shall be no deduction from his pay for the time of absence, or for the time occupied, as provided in paragraph (ii) hereof, and the school fees shall be paid by the employer (unless paid by the State Government).
- (iv) Should the apprentice attain a standard approved by such technical or other school, he shall for the first annual examination he passes receive the sum of 2s. 6d. per week in addition to the prescribed weekly wage; for the second annual examination he passes he shall receive an additional sum of 2s. 6d. per week, or 5s. in addition to the prescribed weekly wage; for the third annual examination he passes he shall receive a further sum of 2s. 6d. per week, or 7s. 6d. in addition to the prescribed weekly wage. He shall receive such additional amounts from the date on which the employer is notified of such pass.
- (v) Where no annual examination is held—(1) the teacher in charge of such technical or other school, or of the correspondence course of such technical or other school, together with two representatives (one from the employers' representative organization and one from the Printing Industry Employees Union of Australia) or where such for any reason is not practicable—(2) a committee consisting of one representative from the employers' representative organization and one from the said union, together with a chairman to be mutually agreed upon, shall, in December of each year, review the students' work. If such work is deemed satisfactory it shall be recognized by the issue of an interim report. Should the apprentice attain a standard of not less than 60 per cent. of the possible points, he shall for the first report receive the sum of 2s. 6d. per week in addition to the prescribed weekly wage; for the second report he shall receive an additional sum of 2s. 6d. per week, or 5s. in addition to the prescribed weekly wage; for the third report he shall receive a further sum of 2s. 6d. per week, or 7s. 6d. in addition to the prescribed weekly wage. He shall receive such additional amounts from the date upon which the employer is notified of such report.

PART I.—DAILY NEWSPAPER OFFICES ONLY—*continued.*

- (vi) The time during working hours occupied by an apprentice in attending a technical or other school (including the time occupied by him going from his work to such school or class and returning to his work), or occupied in connexion with correspondence school instruction, shall be reckoned as part of the time served under his indenture of apprenticeship and shall not delay the completion of his indenture or interfere with the periodical increase of his wages.

(25)

PAY DAY.

An employee shall be paid his wages weekly, provided that where at the commencement date of this Determination an employer pays fortnightly such practice may continue. Not more than two days' pay may be kept in hand by any employer.

(26)

MIXED FUNCTIONS.

Where an employee is employed on work which involves the payment of a higher rate of wage than the rate prescribed in this Determination for the work usually performed by such employee, the employee shall be paid such higher rate of wage for the time occupied by him in the performance of such work provided that if he be employed for four hours or more on any day on such work, the employee shall be paid for the full day at the higher rate of wage. This clause shall not apply to rotary machine workers who for brief periods during the running time of the machine perform mixed functions.

(27)

HEALTH PROVISIONS.

- (a) Type metal or type metal shavings shall not be permitted to accumulate on the floor or in the vicinity of slug-casting or type-casting machines or on the floor of the stereotyping and/or electrotyping department.
- (b) Dry cleaning shall not be permitted or carried out in any printing factory, workshop or place. All establishments and workshops shall be efficiently ventilated.
- (c) The employer shall provide a suitable place for employees to wash their hands.
- (d) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.
- (e) All metal pots, except those electrically heated, shall be provided with proper and suitable hoods, which shall be so fitted that all fumes and heavy gases are sucked off and conducted into the open air.
- (f) If artificial light is in use effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.
- (g) In connexion with stereotype and/or electrotype installations proper and adequate provision shall be made for carrying off the fumes arising from the melting down of old stereotype plates or linotype slugs and from the refining of dross.
- (h) The cleaning of linotype plungers shall be done in such a manner as to cause the fumes or dust to be carried away from the workroom into the open air.

(28)

BRONZING OR DUSTING-OFF.

- (a) Bronzing or dusting-off by machine shall not be done except under such conditions as to prevent as far as practicable the escape of dust into the air of any occupied room.
- (b) Bronzing or dusting-off by hand shall not be done except in connexion with—
- (i) An efficient exhaust draught which effectively carries away bronze dust in the atmosphere; or
 - (ii) An appliance or within a structure of canvas, wood, or other suitable material so constructed as to prevent as far as possible the escape of dust into any occupied room.
 - (iii) The foregoing conditions shall not be enforced where bronzing or dusting-off is not done in any workroom for more than two hours in any one day.
- (c) There shall be provided—
- (i) Suitable overalls and head coverings for all persons engaged in bronzing or dusting-off, which shall be washed or otherwise effectively cleansed at least once every week when in use.
 - (ii) For all persons engaged in bronzing or dusting-off a suitable place or places for clothing put off during working hours.
- (d) Every person employed in bronzing or dusting-off shall—
- (i) Wash the face and hands before partaking of any food or leaving the premises;
 - (ii) Wear the overalls and head coverings supplied as provided herein;
 - (iii) Deposit clothing put off during working hours in the place or places provided in pursuance of this clause.
- (e) Where bronzing or dusting-off is regularly done, there shall be provided and maintained in a clean state and in good repair for the use of all persons employed in bronzing or dusting-off a sufficient supply of clean towels and soap and nail brushes and a supply of hot and cold water.
- (f) Where bronzing or dusting-off is not done regularly, a reasonable supply of hot water shall be available for each person engaged in bronzing or dusting-off.
- (g) Any person employed in bronzing by hand or dusting-off by hand shall be paid 6d. an hour in addition to any other money payable under this Determination.
- (h) Where the bronzing surface does not exceed in size large post octavo, females may be employed at bronzing or dusting-off for a period not exceeding two hours in any one day, but except under such conditions an employer shall not require or permit any female employee to do bronzing or dusting-off work.
- (i) Upon request being made each person shall be supplied free of charge by the employer with milk each morning and each afternoon where employed in bronzing or dusting-off by hand for two hours or more in any morning or afternoon period.

(29)

UNION DELEGATE.

Delegates chosen from the members of the said union (but not more than two) shall be allowed the necessary time in working hours to interview their employer or his representative for the purpose of submitting grievances. If such delegates be pieceworkers they shall be paid for such time at the time rate for machine compositors. The time of any interview shall be so fixed as not to delay the publication of a newspaper.

(30)

DETERMINATION, ETC., TO BE POSTED.

- (a) A copy of this Determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees Union of Australia shall be permitted to post notices as to union meetings on a board at each establishment in a reasonable manner.
- (b) Notices containing advice for the preservation of the health and protection of workmen, if provided by the Printing Industry Employees Union of Australia, shall be kept prominently posted and displayed in all workrooms by the employer.

(31)

INTERPRETATION OF THIS DETERMINATION.

- (a) A timeworker's hourly rate for any work for which a weekly rate is prescribed by this Determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week as prescribed by this Determination.
- (b) The word "factory" or the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out by employees.
- (c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift or any mixed day and night shift.
- (d) "Adult male" shall mean (a) any male employee over 21 years of age other than an apprentice, or (b) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean (a) any female employee over 21 years of age, or (b) any female employee of any age who has had five years' experience in any of the branches of the industry described in Table "B" of this Determination.

PART I.—DAILY NEWSPAPER OFFICES ONLY—*continued.*

(e) A duly accredited or authorized official or person, member of the Printing Industry Employees Union of Australia, shall mean any officer or member of the said union or of the appropriate branch or sub-branch thereof who may be accredited in writing by the secretary-treasurer of the said union or by the appropriate branch secretary, and shall include the said secretary-treasurer and branch secretary. The words "branch secretary" shall mean the secretary of any State branch of the said union, and

(f) The "said union" or "union" shall mean the Printing Industry Employees Union of Australia.

(g) A copy-holder, unless an apprentice to hand composition or hand and machine composition, shall not be entitled to do the work of reading, revising, checking or correcting proofs.

(32) PERIODICAL ADJUSTMENT OF WAGES.

(a) For work done before the beginning of the first pay period to commence in May, 1942, the amounts of the rates to be paid shall be those fixed in this Part I.

(b) Pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934* the Board determines that for work done during each future half-year beginning with the first pay period to commence in a May or a November, the amounts of the said rates shall be adjusted by the following method according to the position and fluctuations (if any) of the "All Items" retail price index numbers of the Commonwealth Statistician.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer, or to be signed by or on behalf of the Commonwealth Statistician.

(i) The index number set for the five capital cities, excluding Brisbane, (weighted average) is to be applied.

(ii) The index number for the six months ending March or September next preceding the half-year for which the adjustment is made is to be ascertained.

(iii) The amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(iv) That assigned amount shall during such half-year be added to or deducted from the originally prescribed amounts of the rates in accordance with that table.

(v) The wages of females prescribed in clause (1) of this Part I. shall be adjusted following any adjustment of the wages of males by adding to or deducting from (as the case may be) such wages 50 per cent. of the amount by which the wages of males have been adjusted.

Table.

Index number divisions.		Amounts of addition or deduction.	
For addition.	For deduction.	Adult males.	Adult females.
		s. d.	s. d.
1007-1018	1007-1018	0 0	0 0
1019-1030	994-1006	1 0	0 6
1031-1043	982- 993	2 0	1 0
1044-1055	970- 981	3 0	1 6
1056-1067	957- 969	4 0	2 0
1068-1080	945- 956	5 0	2 6
1081-1092	933- 944	6 0	3 0
1093-1104	920- 932	7 0	3 6
1105-1117	908- 919	8 0	4 0

Any extension of this table must be of the same construction as the table.

(c) The wages for male juniors and apprentices and for female juniors shall be the undermentioned percentages of the contemporaneous basic wage and in addition thereto the constant loadings specified:—

	Percentage of Needs, Basic Wage.	Constant Loading.
	%	s. d.
MALE JUNIOR, NOT BEING AN APPRENTICE.		
Under 15 years of age	22	0 6
Between 15 and 16 years of age	28	0 6
Between 16 and 17 years of age	35	1 0
Between 17 and 18 years of age	48	1 0
Between 18 and 19 years of age	60	1 6
Between 19 and 20 years of age	72	2 0
Between 20 and 21 years of age	85	2 0
APPRENTICE.		
First year	22	0 6
Second year	28	0 6
Third year	35	1 0
Fourth year	48	1 0
Fifth year	60	1 6
Sixth year	85	2 0
FEMALE JUNIOR.		
First year's experience	22	0 6
Second year's experience	26	0 6
Third year's experience	32	1 0
Fourth year's experience	38	1 0
Fifth year's experience	50	1 6

The rates prescribed for male juniors and apprentices and for female juniors shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding three pence to be disregarded.

(d) The weekly earnings of a pieceworker shall be increased or decreased in the following manner:—

At the end of each working week, the aggregate earning of the pieceworker for such week shall be ascertained according to the piecework Provisions of this Part I. and where the pieceworker has worked for such hours as shall be demanded of him on each and every day ordinarily worked in such week such aggregate earnings shall be increased or decreased by the sum by which the corresponding timeworker's wage has been increased or decreased in accordance with the foregoing provisions of this clause, but where the pieceworker has not worked for such hours as shall be demanded of him on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked calculated to the nearest penny.

PART I.—DAILY NEWSPAPER OFFICES ONLY—continued.

SCHEDULE A.

PIECEWORK RATES FOR MACHINE COMPOSITION.

1. The piecework rate for machine composition shall be 5½d. per thousand ens, but where such work is done on a night shift, the rate shall be 5s.12d. per thousand ens, and such piecework shall be done subject to the provisions of this Determination and of this Schedule.

Provided that in addition to the piecework rates set out in this Schedule a pieceworker shall be paid 1s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked.

CAST-UP AND MINIMUM MULTIPLIER.

2. (a) The cast-up shall be according to the point system, but the minimum multiplier for any line shall be 40, and the table of multipliers appended to this Schedule shall be observed. A fraction of an en if more than decimal 5 shall count an en for the machine compositor, and if less shall not be counted. If it is decimal 5 it shall count alternately for the house and the machine compositor.

(b) All matter set for advertisements in type larger than 8-point shall carry a minimum multiplier of 45, and where the type used in the advertisements is larger than the predominant body matter type of the newspaper it shall also be measured in depth by such predominant body matter type.

PIECEWORK AND TIMEWORK MATTER.

3. Matter set in type up to and including 8-point shall be reserved to the piecework machine compositors. Should such be set on time by the house, it shall be charged by the pieceworkers as plain matter. Matter set in type larger than 8-point may be set on time by the house. Provided that in any morning daily newspaper office display advertisements (that is, advertisements in which there are three or more different sizes of type other than public and Government notices) may be set in their entirety by timeworkers.

TEN-POINT AND LARGER TYPE.

4. Matter (other than multiple-bar matter, headlines, display lines or body matter in advertisements) of 13 ems measure and under composed in 10-point type shall be charged one farthing extra per thousand ens; all types above 10-point in size shall be charged three farthings extra per thousand ens.

HEADLINES AND DISPLAY LINES.

5. (a) Headlines to articles when set by the piecework machine compositor shall be charged according to the depth and multiplier of the type used in the article to which they belong, with one-third extra for types up to and including 14-point.

(b) Display lines in advertisements larger than body type when set by the piecework machine compositor shall be charged in accordance with clause 2 (b) hereof, with one-third extra for all types up to and including 14-point.

LEAVING MACHINE.

6. When a machine compositor has to leave his machine to work on another machine in connexion with his "take," he shall be entitled to charge twelve lines of body matter of the "take" in addition to the value of the matter set.

BORDERED MATTER.

7. Matter having a machine set border attached to the slug, whether such border is formed of rules, letters, or otherwise, shall be paid for at double rate.

DIALECTS, ETC.

8. Matter set in dialectic English or in illiterate spelling, where such matter is of four lines or more, or where the dialectic English or illiterate spelling is recurrent through the matter, shall be paid for at rate and a half. An unintentional error in spelling is not illiterate spelling within the meaning of this clause.

FOREIGN LANGUAGES.

9. Matter set in any language other than English shall be paid for at double rate.

"TAKE" OF COPY.

10. Twelve lines of 13-ems measure or their equivalent shall constitute a machine "take" of copy. Provided that the matter given out at any one time, whether referring to the same or different articles shall constitute one "take," and provided further that during the last fifteen minutes of the work done by the machine compositor when finishing prior to the last forme leaving the composing room, the "take" may be reduced to six lines.

TOP AND BOTTOM RULES.

11. The top and bottom rules of tables shall be paid for as distinct lines when set or required to be inserted by the machine compositor, but cross rules in the body of a table when set or required to be inserted by the machine compositor are to be reckoned in the depth.

INTRODUCTORY LINES IN TABULAR MATTER.

12. Introductory lines or footnotes or lines between tabular matter in any case not exceeding six lines shall be paid for as part of the table.

COLUMN OR TABULAR MATTER.

13. Column or tabular matter cast on one bar shall be charged: Two columns (two justifications or arrangements), rate and a third; third columns, rate and a half; four or more columns, double rate. The above rates shall be paid whether the matter is with or without headings or rules. Where there are more than four columns, the machine compositor shall have the option to set the matter at a time rate to be calculated on the weekly machine compositor's rate, with the addition of 12½ per cent.

HEADINGS.

14. Column or tabular matter with headings in smaller type than the body shall be cast-up at the value of each body.

RUN-OUT LISTS, ETC.

15. Matter consisting of subscribers' names with the sums of money run out to the end of the lines, names of horses with "st." and "lb." run out, measurements of land with acres, roods, and perches run out, and similar matter, shall carry no extra charge, but where there are two columns of figures in the measure such matter shall be paid for at rate and a half; and where there are three columns of figures, at double rates. In other matter which requires to be cast-off to ascertain the proper widths of columns, or to be ranged, whether such matter consists of words or figures; each column and each group of ranged matter shall be considered a column, whether with or without rules or headings, and shall be paid for accordingly.

RUN-ON LISTS AND SIMILAR MATTER.

16. Run-on matter consisting of mixed figures and words, such as subscription lists, share lists, land sales, wool sales, show prize lists, cargo lists, mixed names and figures, tennis results, egg-laying competition results, pawnbrokers' advertisements, balance-sheets, University or other school lists (other than those which consist of figures), cricket scores, rifle scores, quoit scores, mining and market reports, racing weights, racing results and similar matter, and also passenger lists, shall be paid for at rate and a third, but lines not containing such run-on matter shall be charged plain. University and other school lists and examination results (consisting of figures), lottery results (consisting of figures), and other run-on figure matter (consisting of figures), shall be paid for at double rate.

LEADERED MATTER.

17. All leadered matter, if leaders are ranged, shall be paid for at rate and a third.

PART I.—DAILY NEWSPAPER OFFICES ONLY—continued.

SMALL CAPITALS, ITALICS, OR SORTS.

18. (a) For small capitals, italic, clarendon, or other faces and sorts of type not on the principal keyboard, but fed in by hand or (except in the cases provided for in sub-clauses (d) and (e) of this clause) fed in from an auxiliary keyboard, one line extra shall be allowed for each word of six letters or less, and two lines extra for each word of more than six letters.
- (b) Where single lines or intermittent words are set on the keyboard in such faces and sorts, one line extra shall be paid for each line containing such words, except small capitals, which shall be paid one line extra for each word.
- (c) One line extra shall be allowed for every two (or fraction of two) two-line initial letters inserted by hand.
- (d) One line extra shall be allowed for every three (or fraction of three) two-line initial letter set from an auxiliary keyboard.
- (e) One line extra shall be allowed for every five (or fraction of five) two-line letters set from an auxiliary keyboard as display words.
- (f) When double-letter matrices are used and matter is set on the upper tier or by the two-letter or leaf attachment for elevator head elevation, such matter (excluding head lines and display lines) up to 25 continuous lines shall be paid at rate and a half.

CORRECTIONS.

19. (a) Alterations from copy to the first proof shall be paid for at double rate. House marks or authors' proofs shall be paid for at double rate, but six lines shall be the minimum charge where corrections to single proofs are requested and the machine compositor has not to leave his machine. New matter or additions to copy shall be paid for at the ordinary rate if exceeding twelve consecutive lines. The house shall be entitled to correct all authors' proofs or revises on time.
- (b) A machine compositor shall have a reasonable opportunity to correct his own proofs. Should the exigencies of the work require it, proofs may be corrected on time at the discretion of the printer, and the house shall have the right to correct and deduct from the machine compositor the number of lines requiring correction. The machine compositor shall have the opportunity of seeing the proofs containing any corrections charged against him.
- (c) When a reader is not employed on any shift or is employed for a part of a shift only, and proofs as a consequence are not available to a machine compositor for correction, the house shall correct such proofs and make no charge against the machine compositor.
- (d) It shall be permissible for a machine compositor to arrange with another machine compositor for the correction of his proofs where such arrangement will not cause delay.

SLUGGING, ETC.

20. The insertion of all display or corrected slugs, cutting, fitting, or whiting shall be done by the house.

WHITE LINES, ETC., INSERTED BY THE HOUSE.

21. (a) The machine compositor shall not be paid for white lines, leads, rules, or other matter inserted by the house, except where the same are set or required by the house to be inserted as part of a "take."
- (b) Matter set on a larger body than the face size shall be charged the face multiple and body size for number of lines.

MULTIPLE BAR MATTER TO BE LAID OUT BY HOUSE.

22. Where matter is set on two or more bars it shall be laid out by the house, but the machine compositor shall be responsible for any mistakes made by him.

EXTRA CHARGE FOR MULTIPLE BAR MATTER.

23. Matter requiring two bars to complete one measure (not being tabular matter) shall be paid for at rate and a third; three bars, rate and a half; four or more bars, double rate.

FULL LINES.

24. Each line cast by the machine shall be paid for as a full line of the width of the standard column of the paper concerned, provided that each line of wider measure than such standard width shall be charged as a full line of the measure to which the vice-jaw is set.

COPY TOO BIG FOR TRAY.

25. All matter set from copy (including books) that will not go on or cannot be folded or arranged to suit the copy tray shall be paid for at rate and one-third.

BAD OR INDISTINCT COPY.

26. Bad or indistinct copy classed as such by the printer and the Father of the Chapel, or copy written with an indelible pencil, or matter having to be transposed by the machine compositor (that is, matter which is not to be set up in the order in which it appears in the copy), shall be paid for at rate and one-third.

CONTRACTIONS—EXTRA CHARGE.

27. Where the machine compositor has to make contractions, he shall be paid rate and a half for each line affected. This provision does not apply to ordinary recognized contractions such as "st." for street, "rd." for road, "Co." for company, "Ltd." for limited, "lb." for pound, "oz." for ounce, &c. No extra charge shall be made where occasional contractions appear in the copy and are required to be followed by the machine compositor.

DEFECTIVE MACHINES.

28. The correction of errors resulting from the defective working of the machine, and sunken letters, shall be paid for at double rates, provided that where a mechanic is employed on the shift or some responsible person is present, his attention is called to the defect, and he has failed to remedy the matter, but a machine compositor shall be entitled to this charge for all matter set up to the time when the defect was or should reasonably have been observed by him.

LOWER MAGAZINE.

29. The piecework rate for machine composition from any lower magazine from which the matrices assemble down a chute (as in the Mergenthaler Model No. 4), shall be such as may be agreed upon between the printer and the Father of the Chapel in the establishment concerned; and in default of such agreement the machine compositor may, at his option, work such machine at the time rate for machine compositors.

TIME WORK.

30. A machine compositor who may be temporarily required to do hand work shall be paid therefor not less than the time rate for a machine compositor.

WAITING TIME.

31. All stoppages of five minutes or more at any one time shall be charged as waiting time, and be paid for at the time rate for a machine compositor, provided that such stoppages have not been caused by the fault of the machine compositor.

PART I.—DAILY NEWSPAPER OFFICES ONLY—*continued*.

CHANGING MAGAZINES.

32. The machine compositor shall be entitled to charge:—

- (a) Each time he has to remove the mould from the machine and replace it by another, or insert a fresh mould, or change the measure of the mould, 4d.
- (b) Each time he changes the magazine of a machine where such change is not accomplished by the manipulation of handle or lever, 4d.
- (c) Each time he changes and returns the magazine of a multi-magazine machine or a machine of similar design where such change and return of the magazine are made by the manipulation of a handle or lever, 1d.
- (d) Each time he empties or refills a magazine, 9d.
- (e) Each time he empties and refills a magazine, 1s. 3d.

The machine compositor shall be entitled to make any of the foregoing charges where the work is done by a mechanic while the machine compositor is waiting or assisting.

SUPPLIED MATTER.

33. Linotype composition supplied to a newspaper office, whether supplied in the form of type, slug, stereotypes, electrotypes, or flongs, shall be charged by the piecework machine compositors at the prescribed piecework rates for such class of composition, excepting linotype composition for advertisements supplied to a daily newspaper office in the State of Tasmania from another State, or, as to any other State, linotype composition for advertisements supplied to a daily newspaper office from any office outside the area in which this Determination operates.

LONG MEASURE.

34. Slugs of 26 ems pica measure and over set in 6-point or smaller type shall be paid $\frac{1}{2}$ d. per 1,000 ems in addition to the rate.

ALTERATIONS IN STANDING ADVERTISEMENTS.

35. Alterations made in standing advertisements shall be charged as "house marks," provided that more than six consecutive lines shall be charged plain with a minimum charge of twelve lines.

INSTRUCTIONS.

36. Instructions shall be given to the machine compositor with the first "take" of copy of each article.

CATCHLINES.

37. All catchlines shall be charged for by the machine compositor when set by him.

FULL FOUNT OF MATRICES.

38. Each machine shall be provided with at least 25 spacebands and such a fount of matrices as will enable the machine compositor to do his work without delay.

REPEAT LINES OF EXTRA CHARGE MATTER.

39. The fifth and subsequent repeat lines of extra charge matter shall be charged plain and repeated by re-casting.

CUMULATIVE CHARGES.

40. Each extra charge under this schedule shall be computed independently of any other extra charge which the same matter may carry, and on the basis of the same being plain matter. In no case shall extra charges accumulate beyond the plain rate, plus rate and one-half.

ATTENDING AND ADJUSTING.

41. On any shift a machine compositor on piecework attending or adjusting one machine shall be paid 10s. per week extra, and for two or more machines 20s. per week extra. If the 10s. per week be not paid to a pieceworker, all mechanical troubles shall be rectified for him without delay, and he shall be paid for all time he is kept waiting at the time rate for a machine compositor.

TABLE OF MULTIPLIERS.

Measure—Pica Ems.	Pearl or 5-point.	Agate or 5½-point.	Nonpartel or 6-point.	Minion or 7-point.	Brevier or 8-point.	Bourgeois or 9-point.	Long Primer or 10-point.	Small Pica or 11-point.	Pica or 12-point.	English or 14-point.
6	40	40	40	40	40	40	40	40	40	40
7	40	40	40	40	40	40	40	40	40	40
8	40	40	40	40	40	40	40	40	40	40
9	43	40	40	40	40	40	40	40	40	40
10	48	44	40	40	40	40	40	40	40	40
11	53	48	44	40	40	40	40	40	40	40
12	58	52	48	41	40	40	40	40	40	40
13	62	57	52	45	40	40	40	40	40	40
14	67	61	56	48	42	40	40	40	40	40
15	72	65	60	51	45	40	40	40	40	40
16	77	70	64	55	48	43	40	40	40	40
17	82	74	68	58	51	45	41	40	40	40
18	86	79	72	62	54	48	43	40	40	40
19	91	83	76	65	57	51	46	41	40	40
20	96	87	80	69	60	53	48	44	40	40
21	101	92	84	72	63	56	50	46	42	40
22	106	96	88	75	66	59	53	48	44	40
23	110	100	92	79	69	61	55	50	46	40
24	115	105	96	82	72	64	58	52	48	41
25	120	109	100	86	75	67	60	55	50	43
26	125	113	104	89	78	69	62	57	52	45
27	130	118	108	93	81	72	65	59	54	46
28	134	122	112	96	84	75	67	61	56	48
29	139	127	116	99	87	77	70	63	58	50
30	144	131	120	103	90	80	72	65	60	51

(1) PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	6 3 0
2	Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor	5 14 0 5 17 0 6 3 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	6 3 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	5 14 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	5 1 0
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	5 14 0
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	5 1 0
8	Proof reader and/or reviser	5 17 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand)	5 14 0
10	Electrotyper	5 14 0
11	Stereotyper	5 14 0
12	Letterpress machinist	5 14 0
13	Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	5 14 0
14	Railway ticket printer—single machine	5 5 0
15	Railway ticket printer—multiple machine	5 7 0
16	Machinist working a flat-bed machine printing from a reel	5 14 0
17	Rotary machinist	5 14 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	5 3 0
19	Persons engaged in lithographic drawing and/or designing	5 18 0
20	Lithographic machinist (including lithographic tin printer, lithographic transferror and/or pressman)	5 14 0
21	Stone and/or plate preparer	4 15 0
22	Bookbinder	5 14 0
23	Marbler	5 14 0
24	Hand indexer	5 14 0
25	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	5 14 0
26	Finisher	5 14 0
27	Pocket-book maker	5 14 0
28	Ticket-maker, turned-in work	5 14 0
29	Blotting pad maker	5 14 0
30	Portfolio maker	5 14 0
31	Person engaged in sawing and/or rolling books	5 14 0
32	Loose sheet cover maker	5 14 0
33	Edge gilder	5 14 0
34	Leather cutter	5 14 0
35	Where an employee employed in any class for which a margin is prescribed by Items 22 to 33 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 35 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 34)	4 19 0
36	Map and plan moulder and/or varnisher	5 14 0
37	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	5 14 0
38	Guillotine machine operator	5 14 0
39	Waxer	5 0 0
40	Varnisher	4 11 0
41	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	4 13 0
42	Printing ink mixer and/or maker	4 11 0
43	Bronzing machine operator	4 16 0
44	Roller maker	4 11 0
45	Feeder on any kind of machine when printing more than one colour	4 11 0
46	Storeman	4 13 0
47	Packer and/or despatcher	4 13 0
48	Any other adult male	4 7 0
49	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
TABLE "B"—ADULT FEMALES.		
<i>(Including Non-Adult Females of at least five years' experience.)</i>		
1	Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	5 14 0
2	Female head packer when employed as such	2 17 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned	2 17 0 2 16 0

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
Table "B"—Adult Females—continued. (Including Non-Adult Females of at least Five Years' Experience.)		
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in; but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	£ s. d. 2 15 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	2 16 0
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	2 15 0
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a marginal difference in Table "A"	2 15 0
8	Female copy holder	2 15 0
9	Female feeder employed on letterpress printing machine, lithographic printing machine, varnishing machine, waxing machine, folding machine, or ruling machine	2 14 0
10	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	2 19 0 3 5 0 3 11 0
11	Female employees not otherwise specified	2 7 0

NOTE.—See clause 30 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

(2) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(3) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	£ s. d.
1. Under 15 years of age	0 18 6
2. Between 15 and 16 years of age	1 3 0
3. " 16 " 17	1 9 6
4. " 17 " 18	2 0 0
5. " 18 " 19	2 10 0
6. " 19 " 20	3 0 6
7. " 20 " 21	3 11 0

Where the work is performed by a male apprentice—

8. First year	0 18 6
9. Second year	1 3 0
10. Third year	1 9 6
11. Fourth year	2 0 0
12. Fifth year	2 10 0
13. Sixth year	3 11 0
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.	

Where the work is performed by a female junior—

	Per week.
	£ s. d.
1. First year's experience	0 18 6
2. Second year's experience	1 1 6
3. Third year's experience	1 7 0
4. Fourth year's experience	1 12 0
5. Fifth year's experience	2 2 0
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.*

LIMITATION OF EMPLOYMENT OF JUNIORS.

- (4) (a) No department shall be manned exclusively by juniors.
 (b) Not more than two male juniors shall be employed to each male adult employed as a weekly employee in each department. For the purposes of this provision an apprentice shall be deemed to be a junior.
 (c) No junior, unless an apprentice, under 18 years of age, shall be employed on a monotype casting machine or an Elrod or similar casting machine.
 (d) No junior, unless an apprentice, under 18 years of age, shall be employed on a power-driven guillotine, or on a platen machine or cylinder machine used for carton cutting.
 (e) In all parts of the industry, juniors shall (except in any branch of the industry in respect of which provision is made for apprenticeship) be given reasonable opportunities to become proficient in different classes of work, and shall be taught higher grade work as they progress in the knowledge of their work.
 (f) The conditions of employment of juniors in any branch of the industry in respect of which provision is made for apprenticeship shall be as set out in clause 29 (c).

HOLIDAYS.

- (5) (a) An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination "holiday" means the day observed as any of the following days:—New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day, King's Birthday, and Anzac Day.
 (b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.
 (c) Where an employee is dismissed within one week before any holiday (or within one week before the first day of several holidays), his re-engagement by the same employer within one week after such holiday (or, as the case may be, within one week after the last day of such several holidays), shall be prima facie evidence that his employment was terminated in breach of sub-clause (b) hereof.
 (d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.
 (e) Where an employee is absent from his or her employment on the day before or the day after a public holiday with a reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.
 (f) The wage payable to a weekly piece-worker under this clause shall be that fixed for a time-worker in the same occupation. A junior male shall be paid the time wage appropriate to his age and a junior female the time wage appropriate to her years of experience, provided that a female worker of more than five years' experience shall be deemed to be an adult for the purpose of computing the amount payable to her under this clause.
 (g) The provisions of this clause (5) shall apply only to weekly employees.

CONSTANT SERVICE LEAVE OR BONUS.

- (6) (a) In addition to the holidays provided for by clause (5) hereof, an employee, whether a time-worker or a piece-worker, who remains in the service of the same employer for at least a year, shall, if the employment has not been terminated, be entitled to one day's leave of absence on full pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder.
 (b) The employer shall have the right to fix the time when such leave will be given, but must fix a time so that the leave then accrued due will be wholly given in one continuous period within fifteen months after the beginning of the period of service in respect of which the leave is due, and if he does not so fix the time or so give the leave he shall, for each day of leave then due, forthwith give the employee two days' leave of absence on full pay.
 Provided that the employer may, if he think fit, give at any time in advance the period of six or seven days' continuous leave on full pay prospectively due in respect of the six or seven (as the case may be) periods of two months' service comprised within such fifteen months.
 Provided further that if the leave be given so that the employee is freed from work for the employer throughout the seven days of a week or throughout a period extended to more than such seven days by reason of holidays as provided in sub-clause (c) hereof, the leave comprised within such seven days or within such extended period shall for the purposes of this clause be deemed to be six days' leave.
 (c) Where any of the holidays provided for in clause (5) hereof so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday although he does not work thereon, and that holiday happens to fall within that employee's period of leave of absence, the days in that period shall be reckoned in addition to that holiday.
 (d) Any employee who voluntarily leaves or is discharged from his employment after he has been in such employment for at least six complete consecutive calendar months shall be paid a bonus of one day's pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder, the day's pay to be at the ordinary rate for the class of work usually being done by the employee about the time when he so leaves or is discharged.
 Provided that where leave of absence for two instead of one day should have been given in pursuance of sub-clause (b) hereof and has not been so given, such employee shall be paid a bonus of two days' pay in respect of each day of leave of absence that has not been so given.
 (e) If the employee is a piece-worker the pay to be given for the period of leave of absence or as a bonus where leave is not given shall be at the rate fixed for a time-worker doing the same class of work as that of the employee.
 (f) Where the employer is a successor or assignee or transferee of a business, if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, the employee in respect of the period during which he was in the service of the predecessor shall for the purposes of this clause be deemed to have been in the service of the employer.
 (g) In this clause employee means either a male or female employee, and the clause shall be construed accordingly.
 (h) For the purposes of this clause the service shall be deemed to have continued and to continue unbroken and constant notwithstanding any interruption or determination of the employment by the employer if such interruption or determination has been or be made merely with the intention of avoiding obligation hereunder in respect of leave of absence or bonus.
 (i) For the purposes of this clause, calendar months shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and, if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.
 Provided that persons in employment on the 1st day of January, 1938, shall for the purposes of this clause be deemed to have commenced their service on that date.
 (j) This clause shall come into operation on the 1st day of January 1938
 (k) On application by any employer, this Wages Board, if satisfied that, because of the economic position of any part of the industry to which this Determination applies, injury to such part will be caused by the operation of this clause, may postpone or suspend such operation for such time as it may think fit.
 (l) (i) Notwithstanding anything appearing elsewhere in this clause (6) an employer who gives to an employee leave of absence with full pay throughout the interval of time between the expiration of the day observed under this Determination as the Boxing Day holiday and the resumption or continuation of the employer's operations after the day observed under this Determination as the New Year's Day holiday, shall be deemed thereby to fulfil all obligations to that employee under this clause (6) in respect of six of the periods of two complete consecutive calendar months referred to in sub-clause (a) of this clause (6).

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.*

(ii) Such six periods may be either past, present, or future at the time when such leave is given but shall not include any period as to which the employer's obligations to the employee under this clause have been otherwise fulfilled.

(iii) Any employee who is not given leave in pursuance of the preceding paragraphs (i) and (ii) shall be entitled to the benefit of sub-clauses (a) to (k) of this clause (6) but if during any part of the interval of time referred to in the preceding paragraph (i) the employer does not carry on work in his establishment and does not require the employee to work, the employee shall be deemed to forego and not to be entitled to payment of wages in respect of such part.

FEMALES NOT TO WASH-UP OR FEED MACHINES, ETC.

(7) A female shall not be required or permitted to wash-up or clean a printing machine; or feed any Armory press or platen machine used for carton cutting; or operate any guillotine machine; or feed a platen printing machine if under the age of eighteen years.

REST INTERVAL FOR FEMALES.

(8) There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Saturday inclusive, in each week for each female employee on time work or on piece-work, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

FIVE-DAY WEEK.

(9) When the employer desires to work the ordinary working hours in a five-day week, he may do so. The employer and the employees may thereupon agree upon the hours of commencing and finishing work with a starting time not earlier than 7.30 a.m., and a finishing time not later than 6 p.m., and in the event of such agreement being made, the hours so agreed shall be substituted for the hours fixed by this Determination, notwithstanding anything to the contrary contained in clauses (10) (b), (12) (b) and (c), and (12) (h) hereof. In default of agreement, such hours may be decided by this Wages Board.

HOURS.

(10) (a) The day-work hours of duty of employees shall not exceed eight hours on Monday to Friday inclusive and four hours on Saturday, and shall not exceed 44 hours in any week, to be worked between 8 a.m. and 6 p.m. on Monday to Friday, inclusive and between 8 a.m. and noon on Saturday, provided that the time of starting work of the linotype mechanic or other male person who attends to arrange the heating of linotype or like metal pots may be 7.30 a.m.

(b) The daily working hours of each office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and his employees, and in default of such agreement, as settled by this Wages Board.

NIGHT WORK.

(11) (a) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.

(b) The hours of duty for night-shift workers shall not exceed 44 per week, to be worked within ten hours a shift on Monday to Friday inclusive, provided that for machine compositors on night shift the hours of duty shall not exceed 42 per week.

(c) The hours of commencing and finishing duty on each shift, of all employees on night shift or unusual shift, shall be arranged between each particular employer and his employees, and in default of such agreement, as settled by this Wages Board.

(d) A female employee or an employee under seventeen years of age shall not perform night-shift work.

(e) On any day when the hours of any night shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such day.

OVERTIME.

(12) (a) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(b) All duty performed by time-workers in excess of or outside the hours mentioned in clauses (10) or (11) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(c) All duty performed by piece-workers in excess of or outside the hours mentioned in clauses (10) or (11) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of rate and a half for the first three hours and double rate thereafter.

(d) (i) Where a weekly time-worker works on any day of his annual leave or on any public holiday mentioned in clause (5) hereof when he is entitled to be away from his employment, he shall be paid therefor at not less per hour than the hourly rate of his weekly wage, in addition to the weekly wage, and shall be given not less than four hours' work, or pay equivalent thereto.

(ii) Where a weekly piece-worker works on any such day of annual leave, or on any such public holiday, he shall be paid therefor one day's pay of the corresponding time-worker, and the usual piece-work rate or rates for work done by him. He shall also be provided with at least four hours' work, and in the event of insufficient piece-work being provided to keep him continuously employed for such four hours he shall be paid for any non-working time at the time-worker's ordinary hourly rate.

(iii) Should a weekly time-worker, or weekly piece-worker, who has worked on a holiday within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the ordinary time-work rate or double the ordinary piece-work rate, as the case may be, for the hours worked before the ordinary hour of commencing work or after the ordinary hour of finishing work.

(iv) This sub-clause (d) shall, with the necessary changes, be read to apply equally to a night worker as to a day worker.

(e) (i) Double time or double rate shall be paid for all work done on Saturday afternoon, and (with a minimum of four hours' work or pay equivalent thereto) on Sunday.

(ii) Where the hours of the ordinary working week are worked within five days any work done on the sixth day shall be paid for at time and a half or rate and a half for the first four hours worked before noon and at double time or double rate thereafter.

(iii) Where the hours of the ordinary working week are worked within five night shifts, any work done on the sixth night shift shall be paid for at double time or double rate.

(f) An employee, if called upon to work overtime in excess of one hour after the usual finishing time of any shift, shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given to an adult male employee during the previous shift, or where notice of overtime has been given to him, but overtime has not been worked, 2s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work. Where any junior, apprentice or female is required to work overtime, or is given notice of overtime and such overtime is not worked, 1s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

(g) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(h) No employee under 16 years of age shall be employed on overtime. No employee under 17 years of age, nor any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clauses (9) and (10) (a) hereof.

(i) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(j) An employer shall not require or permit an employee to work overtime or on night shift in connexion with power-driven machinery unless he works in company with at least one other person.

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.*

(k) One hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by for work shall be paid for as a "call" to any employee brought in to do any work not in the ordinary working hours, such to be paid for at the rate of time and a half or rate and a half, except on Saturday afternoon, and on Sunday, when double time or double rates shall be paid.

EMPLOYEE MISSING USUAL CONVEYANCE.

(13) Whenever the finishing time of any employee working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

MEAL PERIOD.

(14) (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

(d) The lunch period of any employee shall be between the hours of noon and 2 p.m.

TERMS OF EMPLOYMENT AND SICK PAY.

(15) (a) No person shall be employed except as—

- (i) a weekly time-worker; or
- (ii) a weekly piece-worker; or
- (iii) a casual time-worker; or
- (iv) a casual piece-worker.

(b) A weekly time-worker, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) (i) A weekly time-worker not attending for duty shall lose his pay for the actual time lost unless he produces or forwards within twenty-eight hours of the commencement of such absence evidence or a message satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but notwithstanding that he may be employed by different employers he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 44 hours in each year. Such year shall begin on the first day of January in each year.

(ii) A weekly piece-worker shall be excused from presenting himself for employment at the proper time and place each day because of personal ill-health and shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if during such period he had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he shall comply with and be subject to the conditions for time-workers prescribed in paragraph (i) hereof.

(iii) If an employer within 48 hours after the receipt by him of a written message sent by (or on behalf of) an absent employee, alleging that his absence is due to personal ill-health, fails to despatch or give to the employee a written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to personal ill-health.

(iv) If an employer within 48 hours after the receipt by him of such message despatches, or gives to the employee a written notice that he does not accept such message as satisfactory evidence of personal ill-health, but requires further evidence, the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of personal ill-health, he shall pay or refund any fee and incidental expenses necessarily paid or incurred by the employee. The employee shall submit to medical examination at the employer's expense if so required, and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(v) If an employer rejects a claim for sick pay this Wages Board shall have power, upon application by the Printing Industry Employees Union of Australia, or by the employee concerned, to hear such claim, and to make such order thereon as it thinks appropriate; and the employee, if required to attend this Wages Board on the hearing of his claim, shall, if his claim succeeds, but not otherwise, be entitled to be paid by the employer for the time of his attendance, if a time-worker, at his usual rate, or if a piece-worker, at the corresponding time-worker's rate.

(vi) In any case where the period of 48 hours referred to in paragraphs (iii) and (iv) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day, and in any case where illness commences after the finish of such last working day the said period of 48 hours shall be deemed to commence at the starting hour of the next ordinary working day.

(d) A weekly piece-worker is a piece-worker engaged as a weekly employee. The following conditions apply to the employment of a weekly piece-worker:—

- (i) On each working day or night of the week he shall present himself for employment at the usual time for beginning work at the place of business of the employer unless informed before leaving work by the employer that his attendance on any day or any night is not required.
- (ii) If he has not been informed as provided in the foregoing paragraph and actually presents himself on any such day or any such night he shall receive not less than four hours' continuous employment or be paid for such four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker. Provided that a weekly piece-worker on day work working on a Saturday shall receive not less than three hours' work or be paid for such three hours (or any part of such three hours as would be non-working time) at the rate aforesaid and his shift shall finish not later than noon.
- (iii) (1) The provisions of this paragraph (iii) shall have full force and effect notwithstanding anything contained in this Determination or in the Schedule thereto.
- (2) In this paragraph the words "the corresponding time-worker" mean—
 - (a) As to an adult male as defined by clause (33) (d) hereof—an adult male weekly time-worker employed in the same calling as the weekly piece-worker who is concerned;
 - (b) As to an adult female as defined by clause (33) (d) hereof—an adult female weekly time-worker employed in the same calling as the weekly piece-worker who is concerned; and
 - (c) As to a male junior—a male junior weekly time-worker of the same age employed in the same calling as the weekly piece-worker who is concerned; and
 - (d) As to a female junior or any female of less than five years' experience—a female junior weekly time-worker of corresponding experience employed in the same calling as the weekly piece-worker concerned.
- (3) For any week in which he has worked the full hours of duty the weekly piece-worker shall be paid at least the corresponding time-worker's wage.
- (4) For any week in which though he has complied with the provisions of paragraph (i) hereof he is not required to work the full hours of duty he shall be paid for that week the corresponding time-worker's wage.
- (5) If in any week there occurs a public holiday as provided in clause (5) hereof upon which the weekly piece-worker is not required to work he shall be paid in addition to his aggregate piece-work earnings for that week a sum equivalent to that paid to the corresponding time-worker for such public holiday.
- (iv) Notwithstanding anything in this Determination contained, lateness shall not, except as in this condition provided affect the right of a piece-worker to the benefits of this sub-clause (d). A piece-worker's earnings shall not be subjected to deduction for lateness or lost time unless such lateness or lost time would cause an employer to make a payment which he otherwise would not be required to make. Subject to this condition, where a piece-worker is late or loses time on any day he shall be subject only to such a deduction from any moneys due to him as is proportionate to the time actually lost by him.

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.*

(e) (i) The employment of a weekly time-worker or piece-worker may be terminated by a week's notice on either side, and such notice may be given on any day of the week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike of the Printing Industry Employees Union of Australia, or any other union, or through any breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.

(ii) In the event of work being temporarily stopped by a breakdown of machinery, or by any cause for which the employer cannot be held responsible, and the employee has lost at least two days' pay the employee, whether a weekly time-worker or weekly piece-worker, may inform the employer of his intention to terminate his employment, whereupon the employment shall be terminated without the employee being required to give the week's notice mentioned in paragraph (i) hereof, and he shall be paid such moneys as are due to him under this Determination.

(f) Where a weekly piece-worker gives or receives a week's notice of the termination of his employment, he shall during the week that such notice runs, be given the same amount of piece-work as it has been customary for him to perform during the period of his engagement.

(g) If an employee's services be terminated during the course of the week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter. Without prejudice to his liability to legal proceedings in respect of such non-observance, an employer not observing this provision shall pay such employee an extra full day's pay for each day after the employer's usual pay day upon which he applies at the employer's place of business for payment of the amount due to him, and does not receive it.

CASUAL EMPLOYEES.

(16) (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly time-worker or weekly piece-worker. A casual employee, after two weeks of continuous employment as a casual employee, shall become a weekly time-worker or weekly piece-worker.

(b) If a casual employee commences duty on any day, or is directed to attend for duty and actually attends on any day, such employee, if a time-worker, shall in respect of such day be paid at the rate herein provided and for six hours (either day or night) at the least, except on Saturday, when he shall be paid for three hours at the least, and if a piece-worker, shall, in respect of such day, be given four hours' work at the least, or paid for four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker, except on Saturday, when he shall be given three hours' work at the least or paid for three hours (or any part of such three hours as would be non-working time) at the corresponding time-worker's rate.

(c) A casual employee, whether working at piece-work or time-work and whether working on day or night shift, shall be paid for such work the piece-work rate or the hourly rate prescribed for such work, with the addition of 12½ per cent.

(d) A casual employee, when working overtime shall have his rate of pay as a casual employee increased by the same proportion (e.g., one-half, or double as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employees directed to be increased under this Determination for work done on overtime, with the addition of 12½ per cent.

PROBATIONERS ON SLUG-CASTING OR TYPE-CASTING MACHINES.

(17) An employer shall not employ any employee as a probationer on the keyboard of a slug-casting or type-casting machine unless such employee is a compositor who has served a full term of apprenticeship, or is an apprentice who has served three years apprenticeship as a compositor.

MIXED FUNCTIONS.

(18) Where during any day a time-worker or piece-worker is employed on work requiring the performance of functions involving different rates of wages prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.

PIECE-WORK.

(19) (a) Without prejudice to the rights of a weekly piece-worker under clause (15) (d) hereof no piece-work shall be performed by any employee other than in respect of work done in connexion with machine composition.

(b) The minimum piece-work rates payable to an employee by an employer shall be the rates prescribed in the schedule to this Determination.

The schedule hereinbefore mentioned is hereby incorporated in this Determination.

(c) No undue advantage shall be given to one piece-worker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.

(d) When piece-workers are kept waiting for work or any materials, all waiting time shall be totalled up when the day's work is finished, and paid for at not less than the corresponding time-worker's rate. A piece-worker shall be deemed to be waiting for work unless directed not to remain on the employer's premises for work.

WAGES AND PAY DAY.

(20) Subject to clause (15) (e) hereof, an employee shall be paid his wages on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.

(21) No work shall be taken off the employer's premises to be executed by any employee.

TIME BOOK.

(22) (a) Each employer shall keep a time and wages book, correctly and fully written in ink, showing the name of each employee, and his occupation, the hours worked (including overtime) each day or night, and in respect of waiting time paid for under clause (19) (d) hereof the time of the commencement and the ending of each period of waiting time, and the wages, overtime and allowance paid each week: provided that the employer may at his option use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or, when a clock is installed, the time cards, shall be open for inspection by a duly accredited official of the Printing Industry Employees Union of Australia, or of the employer's employees, during the usual office hours at the office or other convenient place. The inspecting official shall be entitled to take and carry away a copy of any entry in such book or time card, and may in any relevant proceeding tender such copies in evidence. Every book or time card kept or made under this clause shall for at least twelve months after the making of any record thereon be kept by the employer at his place of business and shall be there open for inspection under this clause.

(b) Twenty-four hours' notice of the intention to inspect the time book shall be given to the employer whose book is to be inspected.

AUTHORIZED PERSON MAY ENTER FACTORY.

- (23) (a) (1) The secretary-treasurer of the Printing Industry Employees Union of Australia, and
 (2) The secretary of the appropriate branch or sub-branch thereof of the said union, or
 (3) An officer of the appropriate branch or sub-branch thereof of the said union accredited in writing by the secretary of the branch

shall have power to enter and inspect during working hours any part of a printing factory or workshop in which any piece-work operation is being carried on, and to interview the employees in regard to piece-work rates and conditions of employment.

(b) At least four hours' notice shall be given to the employer or his representative by any such person or persons prior to his or their actual going on the premises, and the employer shall be notified of his or their arrival, and he or his representative shall be entitled to accompany any such person or persons, and shall provide access to the wages book and time sheet and records of any piece-work employee. Upon request of the said person the employer or his representative shall produce any work or part of any work done or in the course of being done by a piece-work employee. The work and duties of the employees shall be interfered with as little as possible by any such person.

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.*

UNION OFFICIAL VISITING FACTORY.

(24) Duly accredited representatives of the Printing Industry Employees Union of Australia shall have the right to enter employers' working establishments during the midday meal time for the purpose of interviewing employees on legitimate union business, on the following conditions:—

- (a) That the representative produces his authority to the employer or his representative.
- (b) That the representative interviews employees only at places where they are taking their meals.
- (c) That not more than two such representatives shall at any one time visit or be in any one working establishment, and if there are two representatives they shall both be there at the same time.
- (d) That if a working establishment shall have been visited by any such representative during a week it shall not be visited afterwards during the same week by any such representative.
- (e) That if any employer alleges that a representative is unduly interfering with his working establishment, or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the said union shall have the right to bring such refusal before this Wages Board which may thereupon rescind or otherwise deal with such refusal.

UNION DELEGATE.

(25) Not more than two delegates, chosen by and from the employees of an employer, shall be allowed the necessary time in working hours to interview the employer or his representative for the purpose of submitting grievances. If the members so chosen be piece-workers they shall be paid for such time the time-worker's wage in their branch of the industry.

SEATING PROVISION.

(26) (a) Any male employee whose work requires him to be seated shall be provided with a reasonably comfortable seat.
 (b) Any female employee whose work permits of her being seated or requires her to be seated shall be provided with a reasonably comfortable seat.

DETERMINATION, ETC., TO BE POSTED.

(27) A copy of this Determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees Union of Australia shall be permitted to post notices as to union meetings on a board at each establishment in a reasonable manner.

HEALTH NOTICES.

(28) Notices containing advice for the preservation of the health and protection of workmen, if provided by the Printing Industry Employees Union of Australia, shall be kept prominently posted and displayed in all workrooms by the employer.

APPRENTICES.

(29) (a) A beginner shall be apprenticed to learn and shall be fully and thoroughly taught and instructed by the employer in one, but not more than one, of the following branches of the printing industry:—

- (i) Hand composition.
- (ii) Hand and machine composition with instruction in the mechanism of slug-casting or type-casting machines.
- (iii) Stereotyping and/or electrotyping.
- (iv) Bookbinding and/or guillotine machine operating.
- (v) Paper ruling and/or guillotine machine operating.
- (vi) Edge gilding.
- (vii) Letterpress printing.
- (viii) Lithographic printing.
- (ix) Lithographic drawing and/or designing.

(b) In connexion with any branch of the industry in respect of which provision is made for apprenticeship, no employer shall engage any male persons under the age of 21 years, or continue the employment of any such male person engaged but not indentured before the commencement of this Determination (subject to sub-clause (d) (ii) hereof), except as an apprentice or probationer for apprenticeship (provided that the period of such probation shall not exceed six months from the engagement of such male person, and that such person shall not at any time during his probation be more than eighteen years of age).

Nothing in this sub-clause shall affect the employment of boys in such work as going messages, sweeping-up, and cleaning or feeding printing machines.

(c) Except as provided in this sub-clause, a boy shall be indentured for a period of six years, in which period shall be included his period of probation (if any). A boy sixteen years of age or over at the date of his indenture shall be indentured for five years in which period shall be included his period of probation (if any). A boy above the age of eighteen years shall not be indentured without the consent of the Wages Board, and shall not be employed as a probationer. The wages of a boy indentured for five years' apprenticeship, or employed as a probationer for such apprenticeship, shall be calculated as if immediately before commencing his period of probation or of apprenticeship (if he has had no period of probation) he had completed his first year of apprenticeship. The duties of an apprentice shall be so arranged by the employer that as the apprentice progresses in knowledge and skill, his duties shall be varied and he shall from time to time be placed on higher or more skilled work.

(d) (i) The maximum proportion of apprentices shall be as follows:—In the composing, stereotyping and/or electrotyping, bookbinding and/or guillotine machine operating, paper ruling, edge-gilding, letterpress printing, or lithographic printing departments, where one or more skilled adults are permanently employed at full rates as prescribed in this Determination, one apprentice or boy working on probation as hereinbefore provided may be employed (subject to paragraph (1) hereof) to the first three or fraction of three skilled adult employees permanently employed in such department.

(ii) A member of an employer's family, not an apprentice, if under 21 years of age, shall be regarded as an apprentice for the purpose of this clause if working in any department where not more than three skilled adults are employed. Where more than three skilled adults are permanently employed in any department one non-apprentice member of an employers' family may be employed in that department. Employer, for the purposes of this paragraph, means a proprietor, partner, or director.

(iii) In this sub-clause "permanently employed" means continuously employed for a period of not less than six calendar months.

BRONZING OR DUSTING-OFF.

(30) (a) Bronzing and dusting-off by machine shall not be done except under such conditions as to prevent, as far as practicable the escape of dust into the air of any occupied room.

(b) Bronzing or dusting-off by hand shall not be done except in connexion with—

- (i) An efficient exhaust draught which effectively carries away bronze dust in the atmosphere; or
- (ii) An appliance or within a structure of canvas, wood, or other suitable material so constructed as to prevent, as far as practicable, the escape of dust into any occupied room.
- (iii) The foregoing conditions shall not be enforced where bronzing or dusting-off is not done in any workroom for more than two hours in any one day.

(c) There shall be provided—

- (i) Suitable overalls and head coverings for all persons engaged in bronzing or dusting-off, which shall be washed or otherwise effectively cleansed at least once every week when in use.
- (ii) For all persons engaged in bronzing or dusting-off a suitable place or places for clothing put off during working hours.

(d) Every person employed in bronzing or dusting-off shall—

- (i) Wash the face and hands before partaking of any food or leaving the premises;
- (ii) Wear the overalls and head coverings supplied as provided herein;
- (iii) Deposit clothing put off during working hours in the place or places provided in pursuance of these regulations.

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.*

(e) Where bronzing or dusting-off is regularly done there shall be provided and maintained in a clean state and in good repair for the use of all persons employed in bronzing or dusting-off a lavatory with a sufficient supply of clean towels and soap and nail brushes, and having a supply of hot and cold water.

(f) Where bronzing or dusting-off is not done regularly, a reasonable supply of hot water shall be available for each person engaged in bronzing or dusting-off.

(g) Any person employed in bronzing by hand or dusting-off by hand, shall be paid 6d. an hour, in addition to any other money payable under this Determination.

(h) Where the bronzing surface does not exceed in size large post octavo, females may be employed at bronzing or dusting-off for a period not exceeding two hours in any one day, but except under such conditions an employer shall not require or permit any female employee to do bronzing or dusting-off work.

(i) Each person shall be supplied free of charge by the employer with milk each morning and each afternoon where employed in bronzing or dusting-off by hand for two hours or more in any morning or afternoon period.

HEALTH PROVISIONS.

(31) (a) Type metal or type metal shavings shall not be permitted to accumulate on the floor or in the vicinity of slug-casting or type casting machines or on the floor of the stereotyping and/or electrotyping departments.

(b) Dry cleaning shall not be permitted or carried out in any printing factory, workshop, or place. All establishments and workshops shall be efficiently ventilated.

(c) The employer shall provide a suitable place for employees to wash their hands.

(d) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.

(e) All metal pots, other than those electrically heated, shall be provided with proper and suitable hoods, which shall be so fitted that all fumes and heavy gases are sucked off and conducted into the open air.

(f) The melting down of linotype or stereotype or like metal, or the cleaning of linotype plungers, shall be done away from the workrooms, or, where this is not practicable, shall be done in such a manner as to cause the fumes or dust to be carried away from the workroom into the open air.

(g) Where artificial light is in use, effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.

FIRST-AID CHEST.

(32) The employer shall provide a first-aid chest, which shall be a suitable dustproof receptacle, made of either metal or wood, for the use of the employees, in some accessible place. Such chest shall be equipped and supplied with the following articles, namely :—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factories and Workshops in which not more than 30 Persons are Employed.	Any Factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ doz. assorted sizes	1 doz. assorted sizes
Castor oil	½ ounce	2 ounces
Iodine, tincture of	1 ounce	2 ounces
Manual, First-aid	1 jar	1 jar
Petrolatum, carbolized	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription :—1½ teaspoonful of powdered picric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water	1 jar	1 jar
Pins, safety	1 packet	1 packet
Sal-volatile	1 ounce	6 ounces
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		

INTERPRETATION OF THE DETERMINATION.

(33) (a) A time-worker's hourly rate for any work for which a weekly rate is prescribed by this Determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

(b) The word "factory" or the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out by employees.

(c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift, or any mixed day and night shift.

(d) "Adult male" shall mean (1) any male employee over 21 years of age, or (2) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean (1) any female employee over 21 years of age, or (2) any female employee of any age who has had five years' experience in the industry.

(e) A duly accredited or authorized official or person, member of the Printing Industry Employees Union of Australia, shall mean any officer or member of the said union or of the appropriate branch or sub-branch thereof who may be accredited in writing by the secretary-treasurer of the said union or by the appropriate branch secretary, and shall include the said secretary-treasurer and branch secretary. The words "branch secretary" shall mean the secretary of any State Branch of the said union.

(f) A copy-holder, unless an apprentice to hand composition or hand and machine composition, shall not be entitled to do the work of reading, revising, checking, or correcting proofs.

PERIODICAL ADJUSTMENT OF WAGES.

(34) The wages set out in clause (1) of this Part II are based upon the following basic wage and base rate, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that the rates for male adults and female adults shall be automatically increased or decreased by the same amounts, and at the same time as such basic wage and base rate.

The basic wage and base rate, shown hereunder, shall be adjusted as prescribed in clause (35) :—

BASIC WAGE.

Place.	Basic Wage for Adult Males.			Base Rate for Adult Females.	Index Number Set Assigned.
	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.		
Within the area to which this Determination applies ..	£ s. d. 4 1 0	£ s. d. 0 6 0	£ s. d. 4 7 0	£ s. d. 2 7 0	Melbourne

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.*

ADJUSTMENT OF NEEDS BASIC WAGE AND BASE RATE FOR ADULT FEMALES.

(35) (a) Until the beginning of the first pay period to commence in May, 1942, the amounts of the basic wage and of the base rate shall be as prescribed in clause (34).

(b) During each future half-year beginning with the first pay period to commence in a May, or a November, the amounts of the needs basic wage and the base rate for females shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purpose of this Determination, the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer, or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for six months ending March and September next preceding the half-year for which the adjustment is made is to be ascertained.
- (3) The amounts assigned in the following table (or in any extension thereof) to the index number division comprising that number are to be ascertained.
- (4) The basic wage and base rate shall be of those assigned amounts during such half-year.
- (5) The base rate for adult females shall be ascertained by calculating approximately 54 per cent. of the male total basic wage as provided in the following table, to be calculated to the nearest 6d. if any.

Index Number Divisions.	Basic Wage for Adult Males.		Base Rate for Adult Females.
	Needs Basic Wage (Adjustable).	Total Basic Wage (Loading 6s.).	
	£ s. d.	£ s. d.	
784- 796	3 4 0	3 10 0	1 18 0
797- 808	3 5 0	3 11 0	1 18 6
809- 820	3 6 0	3 12 0	1 19 0
821- 833	3 7 0	3 13 0	1 19 6
834- 845	3 8 0	3 14 0	2 0 0
846- 858	3 9 0	3 15 0	2 0 6
859- 870	3 10 0	3 16 0	2 1 0
871- 882	3 11 0	3 17 0	2 1 6
883- 895	3 12 0	3 18 0	2 2 0
896- 907	3 13 0	3 19 0	2 2 6
908- 919	3 14 0	4 0 0	2 3 0
920- 932	3 15 0	4 1 0	2 3 6
933- 944	3 16 0	4 2 0	2 4 6
945- 956	3 17 0	4 3 0	2 5 0
957- 969	3 18 0	4 4 0	2 5 6
970- 981	3 19 0	4 5 0	2 6 0
982- 993	4 0 0	4 6 0	2 6 6
994-1006	4 1 0	4 7 0	2 7 0
1007-1018	4 2 0	4 8 0	2 7 6
1019-1030	4 3 0	4 9 0	2 8 0
1031-1043	4 4 0	4 10 0	2 8 6

Any extension of this table must be of the same construction as the table.

(c) The wages for male juniors and apprentices and for female juniors shall be the undermentioned percentages of the contemporaneous basic wage and in addition thereto the constant loadings specified:—

	Percentage of Needs. Basic Wage.	Constant Loading.
MALE JUNIOR, NOT BEING AN APPRENTICE.		
	%	s. d.
Under 15 years of age	22	0 6
Between 15 and 16 years of age	23	0 6
Between 16 and 17 years of age	35	1 0
Between 17 and 18 years of age	48	1 0
Between 18 and 19 years of age	60	1 6
Between 19 and 20 years of age	72	2 0
Between 20 and 21 years of age	85	2 0
APPRENTICE.		
First year	22	0 6
Second year	23	0 6
Third year	35	1 0
Fourth year	48	1 0
Fifth year	60	1 6
Sixth year	85	2 0
FEMALE JUNIOR.		
First year's experience	22	0 6
Second year's experience	26	0 6
Third year's experience	32	1 0
Fourth year's experience	38	1 0
Fifth year's experience	50	1 6

The rates prescribed for male juniors and apprentices and for female juniors shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding three pence to be disregarded.

(d) The weekly earnings of a piece-worker shall be increased or decreased in the following manner:—

At the end of each working week, the aggregate earnings of the piece-worker for such week shall be ascertained according to the piece-work provisions of this determination, and where the piece-worker has worked on each and every day ordinarily worked in such week such aggregate earnings shall be increased or decreased by the sum by which in the case of males the basic wage has been increased or decreased, and in the case of females the base rate for adult females has been increased or decreased in accordance with the foregoing provisions of this clause, but where the piece-worker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked calculated to the nearest penny.

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.*

SCHEDULE "A"—MACHINE COMPOSITION.

In addition to the piece-work rates set out in this schedule a piece-worker shall be paid 18s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked.

PIECE-WORK RATES FOR MACHINE COMPOSITION.

1. The piece-work rate for machine composition shall be 4½d. per thousand ems, by where such work is done on a night shift the rate shall be 5½d. per thousand ems, and such piece-work shall be done subject to the provisions of the Determination and of this schedule.

CAST-UP AND MINIMUM MULTIPLIER.

2. The cast-up shall be according to the point system, but the minimum multiplier for any line shall be 40, and the table of multipliers appended to this schedule shall be observed. A fraction of an em, if more than 5, shall count an em for the machine compositor, and if less shall not be counted. If it is 5, it shall count alternately for the house and the machine compositor.

LARGE TYPE.

3. Matter 13 ems and under 13 ems measure, composed in 10-point type, shall be charged ¼d. per thousand ems extra and all types above 10-point in size shall be charged ¾d. per thousand ems extra.

BORDERED MATTER.

4. Matter having a machine-set border attached to the slug, whether such border is formed of rules, letters, or otherwise shall be paid for at double rate.

DIALECTS, ETC.

5. Matter set in dialectic English or in illiterate spelling, where such matter is of four lines or more, or where the dialectic English or illiterate spelling is recurrent through the matter, shall be paid at rate and a half.

FOREIGN LANGUAGES.

6. Matter set in any language other than English shall be paid for at double rate.

"TAKE" OF COPY.

7. Twelve lines of 16 ems measure, or their equivalent in wider measures, shall constitute a machine "take" of copy. Provided that the matter given out at any one time, whether referring to the same or different articles, shall constitute one "take."

TOP AND BOTTOM RULES.

8. The top and bottom rules of tables shall be paid for as distinct lines when set or required to be inserted by the machine compositor, but cross rules in the body of a table, when set or required to be inserted by the machine compositor, are reckoned in the depth.

COLUMN OR TABULAR MATTER.

9. Column or tabular matter cast on one bar shall be charged:—Two columns (two justifications or arrangements), rate and a third; three columns, rate and a half; four or more columns, double rate. The above rates shall be paid whether the matter is with or without headings or rules. Where there are more than four columns, the machine compositor shall have the option to set the matter at the machine compositor's time-rate with the addition of 12½ per cent.

HEADINGS.

10. Column or tabular matter with headings in smaller type than the body shall be cast-up at the value of each body.

SMALL CAPITALS, ITALICS OR SORTS NOT ON KEYBOARD.

11. (a) For small capitals, italics, clarendon or other faces and sorts of type or characters of any kind, not on the keyboard but fed in by hand, one line extra shall be allowed for each word of six letters or less and two lines extra for each word of more than six letters.

(b) Where intermittent words are set on the keyboard in such faces and sorts, one line extra shall be paid for each line containing such words, excepting small capitals, which shall be paid one line extra for each word. When double letter matrices are used, and matter is set up on the upper tier or by the two-letter or leaf attachment for elevator head elevation, such matter up to 25 continuous lines shall be paid at rate and a half, and all matter beyond 25 continuous lines shall be paid at rate and a quarter.

RUN-ON LISTS AND SIMILAR MATTER.

12. Run-on subscription lists, share lists, land sales, wool sales, show-prize lists, cargo lists, tennis results, egg-laying competition results, pawnbrokers' advertisements, balance-sheets, University or other school lists (other than those which are figures only), cricket scores, rifle scores, quoit scores, mining and market reports, racing weights, racing results and similar matter, shall be paid for at rate and a half. University and other school lists and examination results, consisting of figures only, lottery results, consisting of figures only and other run-on figure matter, consisting of figures only, shall be paid for at double rate.

LEADERED MATTER.

13. All leadered matter, if leaders are ranged, and other leadered matter of 20 ems measure or over, shall be paid for at rate and a third.

INDENTED MATTER.

14. All matter, set to 13 ems measure or less in 8-point or over, indented one or more ems each end or two ems or over on one end shall be paid for at rate and a half.

HOUSE MARKS—AUTHOR'S PROOFS.

15. (a) Alterations from copy to the first proof shall be paid for at double rate. House marks or author's proofs shall be paid for at double rate, but twelve lines shall be the minimum charge. New matter or additions to copy shall be paid for at the ordinary rate if exceeding twelve consecutive lines.

(b) When an author's proof contains matter to be set in various measures, and the appropriate matter for one measure is intermixed with that of other measures necessitating the proof and/or copy being traversed three or more times before being completed, the charge shall be increased by one-third except where the matter makes nine lines or less.

(c) The house shall be entitled to correct all author's proofs or revise on time.

CORRECTION OF PROOFS ON TIME.

16. The house may at any time, in its discretion, correct proofs on time and deduct from the machine compositor the number of lines requiring alteration. The machine compositor shall have the opportunity of seeing proofs containing any correction charged against him.

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.*

SLUGGING, ETC.

17. The insertion of all display or corrected slugs, cutting, fitting or whiting, shall be done by the house.

WHITE LINES, ETC., INSERTED BY THE HOUSE.

18. The machine compositor shall not be paid for white lines, rules or other matter, inserted by the house, except where the same are set or are required by the house to be inserted as part of a "take."

MULTIPLE BAR MATTER TO BE LAID OUT BY THE HOUSE.

19. Where matter is set on two or more bars it shall be laid out by the house, but the machine compositor shall be responsible for any mistake made by him.

EXTRA CHARGE FOR MULTIPLE BAR MATTER.

20. Matter requiring two bars to complete one measure (not being tabular matter) shall be paid for at rate and a third; three bars, rate and a half; four or more bars, double rate.

FULL LINES.

21. Each line cast by the machine shall be paid for as a full line, except when the vice jaw is reduced, when the full measure shall be charged for the first twenty lines only.

COPY TOO BIG FOR TRAY.

22. All matter set from copy (including books) that will not go on or cannot be folded or arranged to suit the copy tray shall be paid for at rate and a third.

BAD OR INDISTINCT COPY.

23. Bad or indistinct copy, or copy written with an indelible pencil, or matter having to be transposed by the machine compositor (that is, matter which is not to be set up in the order in which it appears in the copy) shall be paid for at rate and a third.

CONTRACTIONS—EXTRA CHARGE.

24. Where the machine compositor has to make contractions, he shall be paid rate and a half for each line affected. This provision does not apply to ordinary recognized contractions such as St. for street, Rd. for road, Co. for company, Ltd. for Limited, lb. for pound, oz. for ounce, &c. Further, this provision does not apply for work done on a directory or a telephone list.

DEFECTIVE MACHINES.

25. The correction of errors resulting from the defective working of the machine, and sunken letters, shall be paid for at double rates, provided that where a mechanic is employed on the shift, or some responsible person is present, his attention is called to the defect and he has failed to remedy the matter, but a machine compositor shall be entitled to this charge for all matter set up to the time when the defect was, or should reasonably have been observed by him.

LOWER MAGAZINE.

26. Where a machine compositor sets from a lower magazine from which the matrices assemble down a chute, the machine compositor may at his option do such work at the time rates for a machine compositor.

TIME-WORK.

27. A machine compositor, who may be temporarily required to do hand work on any day on which he is employed as a machine compositor, shall be paid therefor not less than the time rate for a machine compositor.

WAITING TIME.

28. Waiting time shall be paid for at the time rate for a machine compositor. All stoppages shall be cumulative, and shall be charged as waiting time, provided that such stoppages have not been caused by the fault of the machine compositor.

CHANGING MAGAZINE.

29. For changing magazine or mould in any slug-casting machine, the machine compositor shall be paid 5d., and for emptying or refilling magazine, 1s. 3d. In the case of a multi-magazine machine, or a machine of similar design, he shall be paid 1d. for each change, and 1d. for each return where the change and return of magazine is made by manipulation of handle or lever.

ATTENDING AND ADJUSTING.

30. On any shift a machine compositor on piece-work attending or adjusting one machine shall be paid 10s. per week extra, and for two or more machines 20s. per week extra. If the 10s. per week be not paid to a piece-worker, all mechanical troubles shall be rectified for him without delay, and he shall be paid for all time he is kept waiting at the time rate for a machine compositor.

LONG MEASURE.

31. Slugs of 26-ems pica measure and over set in 6-point or smaller type shall be paid ½d. per 1,000 ems in addition to the rate. Measures of 27-ems pica and over set in type larger than 6-point shall be paid ½d. per 1,000 ems in addition to the rate.

CHANGING MACHINE OR MAGAZINE.

32. If a machine is changed by order to a different type, the machine compositor shall not be required to change again to make corrections. Such corrections shall be done on a vacant machine if possible, but when they are done by another machine compositor, at the order of the house, one line shall be charged against the machine compositor who set the matter, and one line against the house for each line re-set.

INSTRUCTIONS.

33. Instructions shall be given to the machine compositor with the first "take" in each job.

CATCHLINES.

34. A piece-work machine compositor shall be paid for all catchlines when set by him.

FULL FOUNT OF MATRICES.

35. Each machine shall be provided with at least 25 space bands, and such a fount of matrices as will enable the machine compositor to do his work without delay.

CROSS RULES.

36. All cross rules when set by the machine compositor, whether in reading or advertisements, shall be paid for as separate lines.

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.**Table of Multipliers.*

Measure Pica ems.	Pearl or 5-point.	Agate or 5½-point.	Nonpareil or 6-point.	Minton or 7-point.	Brevier or 8-point.	Bourgeois or 9-point.	Long Primer or 10-point.	Small Pica or 11-point.	Pica or 12-point.	English or 14-point.
6	40	40	40	40	40	40	40	40	40	40
7	40	40	40	40	40	40	40	40	40	40
8	40	40	40	40	40	40	40	40	40	40
9	43	40	40	40	40	40	40	40	40	40
10	48	44	40	40	40	40	40	40	40	40
11	53	48	44	40	40	40	40	40	40	40
12	58	52	48	41	40	40	40	40	40	40
13	62	57	52	45	40	40	40	40	40	40
14	67	61	56	48	42	40	40	40	40	40
15	72	65	60	51	45	40	40	40	40	40
16	77	70	64	55	48	43	40	40	40	40
17	82	74	68	58	51	45	41	40	40	40
18	86	79	72	62	54	48	43	40	40	40
19	91	83	76	65	57	51	46	41	40	40
20	96	87	80	69	60	53	48	44	40	40
21	101	92	84	72	63	56	50	46	42	40
22	106	96	88	75	66	59	53	48	44	40
23	110	100	92	79	69	61	55	50	46	40
24	115	105	96	82	72	64	58	52	48	41
25	120	109	100	86	75	67	60	55	50	43
26	125	113	104	89	78	69	62	57	52	45
27	130	118	108	93	81	72	65	59	54	46
28	134	122	112	96	84	75	67	61	56	48
29	139	127	116	99	87	77	70	63	58	50
30	144	131	120	103	90	80	72	65	60	51

F. W. BOND, Chairman.

H. N. JONES, Secretary.

Melbourne, 3rd February 1942.

