



VICTORIA  
GOVERNMENT GAZETTE.

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THURSDAY, AUGUST 19.

[1943

Factories and Shops Acts.

DETERMINATION OF THE PHOTOGRAPHERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 20th February, 1940, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of taking, making, or doing any other work in the production of photographs, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1943, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.			OTHER EMPLOYEES.		
Wages per Week.			Wages per Week.		
	Males.	Females.		Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
16 years of age or under .. .. .	30 6	30 6	Operator of a camera other than—		
17 years of age .. .. .	40 6	35 6	(i) An operator of an enlarging camera,		
*18 years of age .. .. .	55 6	40 6	and/or		
*19 years of age .. .. .	71 0	46 6	(ii) An operator making copy nega-		
*20 years of age .. .. .	87 0	53 0	tives from flat originals—		
			*21 years of age .. .. .	99 0	68 0
			*22 years of age .. .. .	111 6	87 0
			23 years of age or over .. .. .	128 0	108 6
			Artists colouring or working up .. .. .	113 6	68 0
			Retouchers .. .. .	113 6	67 0
			Printers or developers—		
			(a) Developing plates or films exposed		
			by amateurs, or		
			(b) Making, developing, or toning con-		
			tact prints from negatives made		
			from plates or films exposed by		
			amateurs, but not making, de-		
			veloping or toning contact prints		
			from copy negatives .. .. .	115 6	65 6
			Other printers, developers, and enlargers		
			or operators making copy negatives		
			from flat originals .. .. .	115 6	74 0
			All others (including spotters) .. .. .	109 0	60 6

\* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

3. ORDINARY WEEK'S WORK.—The ordinary hours for a week's work shall be 44 hours, which may be worked at the discretion of the employer as follows:—

- (a) On five days of 8 hours each and one day (Saturday) of 4 hours, or
- (b) On five days of 8 hours 48 minutes each.

A meal break shall be allowed each day between the hour of noon and 2 p.m. The interval to be allowed for such meal break shall be one hour when work is done on six days a week, and three-quarters of an hour when work is done on five days a week. Provided that the meal interval may be reduced to not less than thirty minutes by agreement between an employer and the majority of the employees in the establishment and working under this Determination.

4. TIMES OF BEGINNING AND ENDING WORK.—The ordinary times of beginning and ending work shall be:—

	Time of beginning.	Time of ending.
(a) Where a five-day week is worked .. .. .	8 a.m.	6 p.m.
(b) Where a six-day week is worked—		
Saturday .. .. .	8 30 a.m.	1 p.m.
On other week days .. .. .	8 30 a.m.	6 p.m.

5. OVERTIME.—Overtime shall be paid for as follows:—

- (a) Outside the times of beginning and ending work .. .. .
- (b) Within the times of beginning and ending work in excess of—
  - (i) Eight hours 48 minutes per day where a five-day week is worked .. .. .
  - (ii) Four hours on Saturday and 8 hours on other week days where a six-day week is worked .. .. .

*Dark Room Employees.*

Time and a half for the first two hours and double time thereafter.

*Other Employees.*

Time and a half.

NOTE:—Where a five-day week is worked, work done on a Saturday shall be deemed to be outside the times of beginning and ending work.

6. REST INTERVAL.—Each employee shall be allowed a rest interval of ten minutes between 10 a.m. and 11 a.m. on each day. Such rest interval shall be counted as time worked.

7. SPECIAL RATES.—Double time shall be the rate payable for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, and Melbourne Cup Day (Metropolitan District only), but if any other day be by Act of Parliament or proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

8. EMPLOYMENT FOR LESS THAN A FULL WEEK.—Employees who work during any week for less than 44 hours shall be paid for the first 22 hours at the rate of time and a quarter, and for all time thereafter ordinary time, up to but not exceeding the ordinary wages rate for an ordinary week's work. Provided that if an employee voluntarily terminates his or her employment or is dismissed for misconduct or neglect of duty he or she shall be paid only the ordinary rate of wages for the number of hours worked in that week.

9. PUBLIC HOLIDAYS.—Any employee who ordinarily works 22 hours or more per week shall be entitled to the holidays mentioned in Clause 7, without deduction of pay. Provided that no employee shall be entitled to receive payment for any of such holidays for more than the hours he or she ordinarily works on the day on which any such holiday occurs.

10. ANNUAL LEAVE.—Any employee who has completed a period of not less than twelve months in the service of an employer shall be granted eight consecutive working days' annual leave (exclusive of the holidays mentioned in Clause 7) in each year on full pay. Such leave shall be given within three months of the completion of such twelve months' service. Provided that an employee shall receive two weeks' notice of the date when such leave is to commence.

Provided further that an employee who leaves or is dismissed for any reason (other than for a misdemeanour) shall be entitled to payment in lieu of such annual leave based on one day's pay for each completed six weeks of service with the employer.

11. SICK LEAVE.—Any employee who has been in the service of the same employer for a period of not less than six months shall be entitled to a maximum aggregate of four days' sick leave of absence, with full pay, during each subsequent twelve months' service, provided that he or she produces within 48 hours after the commencement of such absence, evidence satisfactory to the employer that such absence was caused by personal ill health.

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

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

14. TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

15. PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for employees in receipt of the basic wage or more set out in clause 2 are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of other employees shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause 16.

*Basic Wage.*

Place.	Needs Basic Wage (Adjustable.)	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	£ s. d. 4 13 0	Melbourne

16. ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in November, 1943, the amount of the basic wage shall be as prescribed in clause 15.

(b) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage 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 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:—

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
994-1006 .. .. .	4 1 0	1118-1129 .. .. .	4 11 0
1007-1018 .. .. .	4 2 0	1130-1141 .. .. .	4 12 0
1019-1030 .. .. .	4 3 0	1142-1154 .. .. .	4 13 0
1031-1043 .. .. .	4 4 0	1155-1166 .. .. .	4 14 0
1044-1055 .. .. .	4 5 0	1167-1179 .. .. .	4 15 0
1056-1067 .. .. .	4 6 0	1180-1191 .. .. .	4 16 0
1068-1080 .. .. .	4 7 0	1192-1203 .. .. .	4 17 0
1081-1092 .. .. .	4 8 0	1204-1216 .. .. .	4 18 0
1093-1104 .. .. .	4 9 0	1217-1228 .. .. .	4 19 0
1105-1117 .. .. .	4 10 0	1229-1240 .. .. .	5 0 0

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

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 17th August, 1943.

