VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE OPTICIANS BOARD.

This Determination applies to the following parts of Victoria, namely:—The Metropolitan Districts as defined in the Factories and Shops Acts, 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 appointed to "determine the lowest prices or rates which may be paid to any person employed in manufacturing or mounting optical lenses or their frames," has made the following Determination, namely:—

1. That on the 16th February, 1945, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (*a*) **EMPLOYEES ENGAGED IN CONNECTION WITH SPECTACLE FRAME MAKING.**

Female and Unapprenticed Junior Labour.

(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

—	Wages per Week of 44 Hours.		
	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable.
		s. d.	£ s. d.
I.—Adult Females.			
Under three months' experience	65	3 0	3 3 0
All others	75	3 0	3 12 0
II.—Junior Females.			
17 years of age and under ..	40	1 0	1 18 0
18 years of age	47½	1 3	2 5 0
19 years of age	55	1 6	2 12 0
20 years of age	62½	2 0	2 19 6
III.—Junior Males.			
Under 16 years of age ..	25	0 6	1 3 6
16 years of age	35	0 9	1 13 0
17 years of age	47½	1 0	2 4 6
18 years of age	60	1 0	2 16 0
19 years of age	75	2 0	3 11 0
20 years of age	90	2 0	4 5 0

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(ii) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

Note.—The Board has determined that no apprentice shall be taken to this section.

Other Employees.

—	Wages per Week of 44 Hours.		
	Weekly Rate.	War* Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of metal frames	125 0	3 0	128 0
Press operator (heavy) ..	108 0	3 0	111 0
Press operator (light) ..	106 0	3 0	109 0
Process worker (as defined)	106 0	3 0	109 0

(b) **EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.**

Apprentices.

—	Wages Per Week of 44 Hours. Weekly Rate.	War* Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
1st year ..	19 9	0 9	20 6
2nd year ..	24 6	0 9	25 3
3rd year ..	34 0	1 0	35 0
4th year ..	45 0	1 6	46 6
5th year ..	65 9	2 3	68 0
6th year ..	91 0	3 0	94 0

PROPORTION (in any factory, shop, or place).

One apprentice to every two or fraction of two workers receiving not less than 128s. per week of 44 hours.

An indenture of apprenticeship prescribed was approved on 15th December, 1914.

Improvers.

—	Wages Per Week of 44 Hours. Weekly Rate.	War* Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
1st year ..	19 9	0 9	20 6
2nd year ..	27 3	1 0	28 3
3rd year ..	36 6	1 3	37 9
4th year ..	51 9	1 9	53 6
5th year ..	72 9	2 3	75 0
6th year ..	97 0	3 0	100 0

PROPORTION (in any factory, shop, or place).

One improver to every three journeymen receiving not less than 128s. per week of 44 hours.

Provided that in any place where two or more journeymen are employed solely at grinding lenses additional improvers may be employed in the proportion of one improver to each of such journeymen.

Other Employees.

—	Wages Per Week of 44 Hours. Weekly Rate.	War* Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Foreman, *i.e.*, man in charge of two or more employees ..	137 6	3 0	140 6
Opticial workers and repairers	125 0	3 0	128 0

*** The War Loading shall not be taken into account in the calculation of overtime and holiday rates.**

3. TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
8 a.m.	.. 12.30 p.m. on the day on which the half-holiday is observed.
8 a.m.	.. 6.0 p.m. on the other working days of the week.

OVERTIME.

4. That the following rate shall be paid for all work done—

(a) Outside the hours fixed in Clause 3 up to 3 hours per day .. .. Time and a half and thereafter double time.

(b) Within the hours fixed in Clause 3 in excess of 8 hours per day Monday to Friday inclusive and 4 hours on Saturday in a six-day workshop, and all time in excess of 8 hours 48 minutes per day Monday to Friday inclusive in a 5-day workshop .. .. Time and a half.

TIME RATE.

5. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid at the ordinary wages rate with an addition of thirty-three per centum. For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

TERMINATION OF EMPLOYMENT.

6. Except where the conduct of an employee justifies instant dismissal, 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 in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

PAYMENT FOR HOLIDAYS.

7. Employees shall be entitled to the following holidays without deduction of pay:—Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day within the Metropolitan District as defined in the Factories and Shops Acts, Christmas Day, Boxing Day, New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall only apply to the day so substituted.

ANNUAL HOLIDAYS.

8. An employee who has completed twelve months' continuous or cumulative employment shall receive two weeks' annual leave on full pay (exclusive of the holidays mentioned in Clause 7) to be given at a time to be arranged by the employer, provided that such leave shall be given within sixty days of its becoming due and that an employee having applied for such leave shall be given at least fourteen days' notice of the date from which leave is to commence.

SPECIAL RATES.

9. That double time shall be the special rate for all work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, within the Metropolitan District as defined in the Factories and Shops Acts, Christmas Day, Boxing Day, New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

TEA MONEY.

10. When an employee works more than two hours' overtime in any one day he shall be paid 2s. meal money.

DEFINITIONS.

11. "Process worker" means an employee engaged on—

(i) repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connection with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checkng with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in the assembling and/or buffing of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or

(iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screw-drivers, spanners and files, and such tools as are necessary for deburring or removing rags or edging;

PERIODICAL ADJUSTMENT OF WAGES.

12. 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 (i) the wages of adult females, junior females and junior males in Clause 2 (*a*) shall be adjusted to accord with the percentages of the contemporaneous needs basic wage and in addition thereto the constant loadings specified, (ii) the wages of apprentices and improvers in Clause 2 (*b*) shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in Clause 13.

Basic Wage.

Place.	Needs Basic Wage (adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the area to which this Determination applies ..	4 12 0	6 0	4 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

13. (*a*) Until the beginning of the first pay period to commence in May, 1945, the amount of the basic wage shall be as prescribed in Clause 12.

(*b*) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 12th March, 1945.

By Authority: H. E. DAW, Government Printer, Melbourne.