



VICTORIA
GOVERNMENT GAZETTE.

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No. 144] .

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE PHOTOGRAPHIC GOODS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of manufacturing or preparing photographic goods or materials" has made the following Determination, namely:—

(1) That on the 5th December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.				(b) Other Employees.	
Age.	Males.		Females.		s. d.
	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	29 3	29 0			Adult Males—
16 and under 17 years of age	37 9	36 0			Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room 122 6
17 " 18 "	47 9	41 6			All others 114 6
18 " 19 "	57 9	46 3			Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.
19 " 20 "	75 9	50 6			Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.
20 " 21 "	92 9	57 6			If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.
Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.					Adult females 68 3
Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.					Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".
PROPORTION (in any place).					Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females."
Apprentices or Improvers.					Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females."
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.					
An indenture of apprenticeship has been prescribed by the Board.					

(3) TIME OF BEGINNING AND ENDING WORK.—

	Time of beginning—	Time of ending—
(a) Employees whose work is not essential to work in the coating room or emulsion room	8 a.m.	5.30 p.m.
Female employees whose work is essential to work in the coating room	7.45 a.m.	6.45 p.m.
Male employees whose work is essential to work in the coating room or emulsion room	6 a.m.	6 p.m.

(b) SHIFT WORK.—

Afternoon shift between the hours of 12 noon and 11.30 p.m. working 8 hours 48 minutes.
Night shift between the hours of 11 p.m. and 9 a.m. working 8 hours 48 minutes.

(c) Shift work shall be worked between the hours of 11 p.m. on Sunday and 9 a.m. on Saturday; but for not more than 8 hours 48 minutes per day or 44 hours per week. Any shift working between 9 a.m. on Saturday and midnight on Sunday shall be paid for at overtime rates.

(4) OVERTIME.—The following rates shall be paid for all work done—

(a) Outside the hours fixed as the times of beginning and ending work	} Time and a half.
(b) Within the hours fixed as the times of beginning and ending work, after the employee has worked (exclusive of meal breaks) on any one day Monday to Friday inclusive 8 hours 48 minutes continuous time.	
(c) Within the hours fixed as the times of beginning and ending work in excess of 44 hours	

(5) PIECEWORK.—The Board determines under the provisions of the Factories and Shops Acts that any employer and any employee may agree to fix and respectively pay and receive piecework prices in respect of the work of such employee. Provided that the piecework prices so fixed shall be such that such employee can earn not less than 5 per cent. more than the minimum wages rate prescribed for such employee.

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on Saturday or Sunday or on the following holidays, viz. :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted. Provided that time and a half shall be the rate paid for all work done on Saturday (not being a public holiday) to emulsion mixers, emulsion washers, finishers, melters, and preparers of emulsion for coating, coaters, and employees in the coating room:

Provided further that where the night shift is extended to finish not later than 9 a.m. on Saturday, the ordinary rate for such shift shall apply.

(7) **HOLIDAYS.**—(a) All employees, including pieceworkers, shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz. :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor: Provided that no holiday rate of pay shall be allowed in respect of any such days as may fall on a Saturday or Sunday.

(b) Any employee absenting himself or herself from work on any portion of the working day either before or after a holiday provided for herein without permission from the employer shall not be entitled to payment for such holiday. Provided that this clause shall not apply to an employee if he or she produces a medical certificate to show that such absence was due to personal ill health.

(c) Any employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

(8) **SICK LEAVE.**—(a) If an employee absents himself or herself from duty the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to absence on holidays in accordance with clause (7), and as to cases of illness is subject to the sub-clause (b) next hereto.

(b) If the absence from duty of an employee engaged by the week be reasonable because of his own illness, not the result of his own misconduct nor occasioned while engaged in work or sport for profit (otherwise than under this Determination), and he produce within 48 hours to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate five days during any one year of the employment, or a proportionately less time during any shorter period of the employment. Provided that this sub-clause shall not apply to any employee who has not been in the employment for three months.

(9) **REST PERIOD.**—An interval of ten minutes to be selected by the employer shall be allowed to females between 10 a.m. and 11 a.m. each day for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats, but not the premises.

(10) **ANNUAL HOLIDAY.**—The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(11) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 12. The wages of apprentices and improvers and all females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be that any fraction of 3d. to be taken to the next higher 3d.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Victoria	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Melbourne

(12) **ADJUSTMENT OF BASIC WAGE.**—(a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 11.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 20th December, 1946.



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No. 145]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE PLASTER OF PARIS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) making plaster of paris ;
(b) excavating or preparing the raw materials for plaster of paris " ;

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

<i>Improvers.</i>				<i>Other Employees.</i>			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.		Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age	46 2	2 9	48 11	<i>(a) MILL EMPLOYEES.</i>			
17 years of age	60 4	3 9	64 1	Calciner	141 0	6 0	147 0
18 " "	74 4	4 6	78 10	Mechanical shovel attendant ..	131 0	6 0	137 0
19 " "	88 9	5 6	94 3	Washers, driers, baggers, firemen, wheelers and stackers	117 0	6 0	123 0
20 " "	99 1	6 0	105 1	<i>(b) GYPSUM WORKERS.</i>			
PROPORTION (IN ANY PLACE).				Manager in charge of gypsum pit	161 0	..	161 0
One improver to every five or fraction of five workers receiving not less than 123s. per week.				Gypsum raisers	107 0	..	107 0

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

HOURS.

4. (a) *Weekly Hours.*—The ordinary number of working hours per week shall be 44.

(b) *Daily Hours.*—(i) Shift workers. A shift shall consist of eight continuous hours, inclusive of a meal break of forty minutes.

(ii) The daily hours for employees, other than shift workers, shall be eight on Mondays to Fridays inclusive and four on Saturdays.

TIMES OF BEGINNING AND ENDING WORK.

5. The time of beginning and ending work for employees, other than those employed on shift work, shall be—

	Time of Beginning.		Time of Ending.
6 a.m.	12 noon on Saturday.
6 a.m.	5 p.m. on Monday to Friday inclusive.

OVERTIME.

6. (a) *Shift Workers.*—Any shift worker who works in excess of seven hours twenty minutes in any one day shall be paid at the rate of time and a half for the first two hours and thereafter double time.

(b) *Other Employees*—

- (i) All work done outside the hours specified as the times of beginning and ending work } shall be paid for at the rate of time and a half for the first two hours in any one day, and thereafter double time.
- (ii) Any work done within the hours specified as the times of beginning and ending work, in excess of eight (8) hours on Mondays to Fridays inclusive or in excess of four (4) hours on Saturdays }

MEAL MONEY.

7. Any employee, except one who is employed in a gypsum pit, who is required to work overtime for more than two hours in any one day, and who has not been notified on the previous day that he would be required to work such overtime, shall, unless provided with a reasonable meal by the employer, be paid an allowance of two shillings and sixpence.

TIME WAGES.

8. With the exception of persons, other than gypsum pit managers, employed in gypsum pits (see clause 9), any person who is employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at ordinary wages rates with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

PRO RATA PAYMENT.

9. Persons, other than gypsum pit managers, who are employed in gypsum pits and who work less than 44 hours in any week, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

SPECIAL RATES.

10. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

11. All employees shall be entitled to the holidays mentioned in clause 10 without deduction in pay. Any employee absenting himself from work on any portion of the working day preceding a holiday provided for herein without the permission of the employer, or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.

SICK LEAVE.

12. (a) An employee who has been in the service of an employer for not less than twelve months shall be entitled to forty-four hours' sick leave of absence with full pay during each subsequent twelve months' service provided he produces satisfactory evidence to his employer that such absence was caused by ill-health or accident.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding 132 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purpose of this sub-clause, service prior to the 1st July, 1946, shall be disregarded.

ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

PAYMENT OF WAGES.

14. Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station—

(a) All payment of wages shall be made on a day not later than Friday in each week.

(b) Payment of wages shall commence within a quarter of an hour after the usual time of ceasing work on pay day. If the pay is not then available employees shall be paid at the rate of time and a half after that quarter of an hour, with a minimum of a quarter of an hour for the time lost as a result of such delay in payment.

PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

15. Any employee, other than one employed in a gypsum pit, who has presented himself for work, as requested by the employer or his responsible representative, shall—

(a) If not engaged, be paid a sum equal to the rate for two hours' work.

(b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

TRANSPORT AT NIGHT.

16. Any employee, other than one employed in a gypsum pit, who completes his work during the night after trams and other public conveyances have ceased to run, shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

FACILITIES FOR MAKING TEA.

17. The employer shall provide an urn or other heating apparatus for employees, other than those employed in gypsum pits, to heat water for making tea at meal times.

TERMINATION OF EMPLOYMENT.

18. Except where the conduct of an employee justifies instant dismissal, one week's notice of termination of employment shall be given by either employer or employee or one week's pay shall be paid or forfeited in lieu thereof.

CONTAINERS FOR EMPLOYEES' CLOTHING.

19. Adequate provision of containers for employees to hang their clothes in shall be made by all employers, and the containers provided shall be of such construction as to reasonably protect the clothing from dust.

PROVISION OF RUBBER GUM BOOTS.

20. All employers shall provide a pair of rubber gum boots for employees, other than those employed in gypsum pits, who are required to clean out settling pits or to work in other wet places.

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

J. W. RYAN, Secretary.

Melbourne, 20th December, 1946.