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Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1948.

Dated at Melbourne, this
6th day of April, 1948.

RAY. H. BEERS,
Secretary for Labour.

ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD.

Clause 2 of Part I and clauses 22, 23 and 24 of Part II of the Determination published in *Government Gazette* No. 326 of the 17th July, 1947, shall be replaced by the following clauses:-

PART I.—Theatrical or Other Entertainments.

(OTHER THAN RADIO ENTERTAINMENTS.)

RATES OF PAY.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both shall subject to reduction under clause 12 of this Determination be as set out hereunder.

—	Engaged by the Week.	Not on Tour. Per Week. £ s. d.	On Tour. Per Week. £ s. d.
(i)	Actor	7 1 0	7 18 6
(ii)	Actress	6 7 6	7 5 0
(iii)	Male engaged in the chorus or ballet	6 11 0	7 8 6
(iv)	Female engaged in the chorus or ballet	5 17 0	6 14 6
(v)	Supernumeraries engaged by the week shall be paid 5s. for each rehearsal and 6s. for each performance with a minimum payment per week of £2 10s.		
(vi)	Juvenile Rates—		
(a)	*Males.*	Not on Tour. Per Week. £ s. d.	On Tour. Per Week. £ s. d.
	Under 14 years of age and not within sub-clause (c) hereof	1 12 6	2 2 6
	14 years of age and under 16 years of age	2 7 6	2 17 6
	16 years of age and under 18 years of age	3 15 0	4 7 6
	18 years of age and under 21 years of age	4 10 0	5 5 0
(b)	*Females.*		
	Under 14 years of age and not within sub-clause (c) hereof	1 12 6	2 2 6
	14 years of age and under 16 years of age	2 7 6	2 17 6
	16 years of age and under 18 years of age	3 10 0	4 2 6
	18 years and under 20 years of age	4 5 0	5 0 0

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(c) Children under 14 years of age who are engaged in pantomime who do not appear in the night performances shall be paid £1 per week and shall perform one rehearsal on the stage before commencement of production without payment. The material for the wardrobe for these children will be supplied by the employers; if the employer makes the costume it shall remain the employer's property but otherwise it shall be the property of the child.

(vii) A member of the ballet or chorus who acts as deputy ballet or chorus master or mistress or who, under the instructions and supervision of the producer or stage manager supervises the numbers or acts to be performed by the ballet or chorus during a performance shall be paid not less than 16s. per week in addition to the per week rate.

(viii) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional 5s. per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian or leading actress or comedienne 10s. per week shall be paid for that part instead of or in addition to the 5s. as the case may be.

(ix) A person who is attending rehearsals at the direction of an employer for a future production and who is not at that time employed in any current production by that employer shall for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production be paid one half of the rates mentioned in sub-clause (a) (i), (ii), (iii), (iv) and (vi) (plus the full on tour allowance where applicable) for any week in which the number of hours worked at such rehearsals does not exceed 24 and full rates for any week in which such number of hours is 24 or more but if such period exceeds four weeks full rates shall be paid for each week in excess of four.

—	Engaged Casually.	—
		Per Day. £ s. d.
(a)	Actors and Actresses	1 5 0
	Chorus and ballet male and female	1 0 0
	Juveniles, Male and Female.	
	14 years and under 16 years of age	0 8 0
	16 years and under 18 years of age	0 12 0
	18 years and under 21 years of age	0 17 0

The above rates include one rehearsal of one hour if required. For any number of performances above one on any one day for the same employer a further quarter of the above rates shall be paid for the second performance and full rate for each performance above two. If the employee be engaged by more than one employer on any one day the above full rates shall be paid by each employer. Performances at different places on the same day for the same employer shall not be deemed to be employment by different persons.

Supernumeraries.	Per Day. £ s. d.
For attending a rehearsal and performance in one day	0 16 0
For attending two performances in one day	0 15 0
For attending a rehearsal only in one day	0 8 0
For attending a performance only in one day	0 7 0

(b) An employee who lives in and is under casual engagement to perform any work at any place outside the metropolitan area shall have first class rail or other transport provided by the employer and if required to travel at night shall be provided with a sleeping compartment in the case of rail travel. Should the employer not provide such sleeping compartment the employer shall pay to the employee the sum usually charged to the employer by the railway authorities therefor.

The employer shall provide reasonable accommodation at an hotel or boarding house for any such casual employee who is obliged to remain and lodge overnight at any place other than his usual place of abode and in default thereof shall pay such employee the sum of 12s. 6d.

Should the total time of the outward and return journey of a casual employee travelling to and from employment outside the metropolitan area exceed 24 hours such employee shall be paid one half of the abovementioned rates for each period of 24 hours or part thereof in such excess in addition to the provision of lodging.

(c) Employees engaged by the week while on tour shall be paid their weekly wages from the time the employees leave the place of engagement until they return to that place at the end of the tour, broken weeks at the beginning or end of the tour to be paid for *pro rata*, and the days of departure and return other than Sundays to be each counted as one day worked;

Provided that such employees whilst travelling on ship, if the employer provide passage, including bed and board, shall in respect only of each complete calendar day of such travelling be entitled only to one-twelfth of their weekly wage.

(d) Notwithstanding any contract or arrangement no employee engaged by the week shall be paid or receive from his employer in respect of the whole period of his employment an aggregate of payments and allowances less than the aggregate of the minimum payments and allowances for ordinary work, overtime work, extra performances, and travelling fares and expenses payable to or receivable by an employee under this Determination in respect of similar employment in the absence of any such contract or arrangement.

PART II.—Radio Entertainments.

Recording.

Casual Employees.

22. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

	£ s. d.
Musical presentations—	
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per "side"	1 1 0
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof	0 5 6
Recordings of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of	1 1 0
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d.	0 7 6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.	
When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of	0 10 6
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or "side."	

"Legitimate" or "Straight" presentations—

	£	s.	d.
Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per "side"	1	1	0
Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof	0	5	6
Recordings of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of	1	1	0
Preliminary rehearsals in which no recording is done per hour or part thereof	0	10	6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means			
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	5	0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of	0	5	0

Weekly Employees.

(*b*) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

	£	s.	d.
These employees whether actors, actresses, or radio artists, shall for a week's work be paid	8	14	0
For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.			

Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded "sides of fifteen (15) minutes shall for each "side" in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

COMMERCIAL ANNOUNCEMENTS.

	£	s.	d.
23. Actors and actresses when used as such or as announcers, comperes or commentators, shall for each hour or part thereof be paid	1	1	0
If used in more than one half (½) the aggregate number of announcements in any one hour, an additional amount of	0	10	6

LIVE SHOWS, ACTUAL BROADCASTS, ETC.

Casual Employees.

24. (*a*) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows:—

Musical presentations—	£	s.	d.
Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half (1½) hours—per fifteen (15) minute broadcast	1	1	0
Rehearsal beyond one and a half (1½) hours on any one day, for every quarter (¼) hour of part thereof	0	5	6
Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of	1	1	0
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.)	0	7	6
When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of	0	10	6
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour broadcast or performance.			
"Legitimate" or "Straight" presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance	1	1	0
Beyond one (1) hour on any one day for every quarter (¼) of an hour or part thereof	0	5	6
Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with minimum per call of	1	1	0
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof	0	10	6
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	5	0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½ hrs.) or part thereof	0	5	0

Weekly Employees.

(*b*) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week—

	£	s.	d.
These employees whether actors, actresses, or radio artists, shall for a week's work be paid	8	14	0
For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.			

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of 0 10 6

Rehearsal time for each such solo item beyond the first shall be one half (½) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

Clauses, other than clause 2 of Part I and clauses 22, 23 and 24 of Part II, of the said Determination shall remain in force.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.