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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, 1950.

Dated at Melbourne, this
10th day of March, 1950

RAY H. BEERS,
Secretary for Labour.

PROCESS ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 816 of the 15th September, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Apprentices.	Male Juniors, not being Apprentices, and Female Juniors.				
	Male.				
		Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage Payable.
The wages and conditions of apprentices shall be those prescribed from time to time by the Apprenticeship Commission of Victoria.	Under 15 years of age	22	s. d. 0 6	s. d. 3 9	£ s. d. 1 12 3
	Between 15 and 16 years of age ..	28	0 6	4 3	2 0 9
	Between 16 and 17 years of age ..	35	1 0	6 6	2 12 6
	Between 17 and 18 years of age ..	48	1 0	7 6	3 10 0
	Between 18 and 19 years of age ..	60	1 6	10 0	4 8 6
	Between 19 and 20 years of age ..	72	2 0	12 9	5 6 9
	Between 20 and 21 years of age ..	85	2 0	15 6	6 6 6
	A junior 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.				
	Female.				
		Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage Payable.
	First year's experience	22	s. d. 0 6	s. d. 3 6	£ s. d. 1 12 0
	Second year's experience	26	0 6	5 6	1 19 6
	Third year's experience	32	1 0	7 9	2 0 9
	Fourth year's experience	38	1 0	10 0	2 19 6
	Fifth year's experience	50	1 6	12 6	3 18 0
And thereafter the minimum wage prescribed for females for the class of work which she is doing. 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 10s. 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.					
In the above provisions as to work performed by females, "experience" means experience in a branch of 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.					

(b)		Other Employees.	
Male.	Per Week.	Female.	Per Week.
	£ s. d.		£ s. d.
(i) Photo Engraving—		A female employee in charge of or who supervises, directs or is responsible for the work of—	
(a) Artist and/or designer	9 18 6	(a) from 3 to 8 employees (both inclusive) ..	5 0 6
(b) Camera operator	9 18 6	(b) from 9 to 15 employees (both inclusive) ..	5 12 0
(c) Half-tone etcher	9 18 6	(c) over 15 employees ..	5 19 6
(d) Line etcher	9 14 0	Female employee not otherwise specified ..	4 5 0
(e) Photo imposer	9 14 0		
(f) Engraver	9 14 0		
(g) Router and/or moulder and/or proofer ..	9 12 0		
(ii) Photo Lithography—			
(a) Artist and/or designer	9 18 6		
(b) Camera operator	9 18 6		
(c) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate	9 14 0		
(d) Lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates	8 2 0		
(Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)			
(iii) Photogravure—			
(a) Artist and/or designer	9 18 6		
(b) Camera operator	9 18 6		
(c) Plate and/or cylinder maker; that is, negative and/or positive retoucher and/or sensitizer and/or planner and/or printer-down and/or transferer and/or etcher	9 18 6		
(iv) Any other adult male	7 10 0		

An employee working on a night shift for a week shall be paid 16s. 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.

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 the classification for a male, 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 (other than the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c),) which, at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed; provided further that this clause shall not apply to any individual employee in respect of the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c), which, at 22nd February, 1942, was being done by her.

Clauses, other than clause 2, of the said Determination shall remain in force.