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GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

DETERMINATION OF THE ENGRAVERS 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 which now has 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 an engraver or die-sinker, or the process, trade, business, or occupation of making (but not enamelling) metal badges", has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				
	Apprentices.			Improvers.
	Commencing Age.			
	Under 16 Years.	16 or 17 Years.	Over 17 Years.	
	s. d.	s. d.	s. d.	s. d.
1st year's experience ..	46 0	60 0	76 0	53 0
2nd year's experience ..	69 0	85 0	106 0	76 0
3rd year's experience ..	92 0	115 0	145 0	101 0
4th year's experience ..	122 0	152 0	190 0	134 6
5th year's experience ..	152 0	190 0	..	161 0
6th year's experience ..	190 0	196 6

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—
Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp cutter, badge tool maker.

Improvers.

One improver to every four workers receiving not less than the rate prescribed for the classification "Engravers by hand".

An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, planing up, soldering, or press working.		Other Employees.	
	<i>s. d.</i>		<i>s. d.</i>
Under 16 year of age	46 0	Die Sinker, by hand and/or by machine ..	242 0
16 years of age	58 6	Badge Toolmaker	220 0
17 years of age	72 6	Steel Stamp Cutter	230 0
18 years of age	99 0	Engravers by hand	225 0
19 years of age	122 0	Engravers, copperplate	225 0
20 years of age	152 0	Pantagraph Operator (other than die sinking or steel stamp cutting)	214 0
		Stencil Plate Cutter	204 0
		Drop Hammer Stamper who sets dies and makes force	201 0
		Press Operator	199 0
		Other Employees with not less than three months' experience in the industry	185 0
		All Others	189 0

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
3. On the day on which the half-holiday is usually observed	7.45 a.m.	12.30 p.m.
On the other working days of the week	7.45 a.m.	6 p.m.

OVERTIME.

4. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior, the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour whichever is the higher.

(b) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 2s., and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Compulsory Overtime.

4A. An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

An employee shall not be allowed to work more than six hours continuously without a break for a meal.

HOLIDAYS AND SUNDAY WORK.

5. Employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

In any year prior to King's Birthday where a majority of the employees in any establishment so decides, Melbourne Cup Day may be substituted for King's Birthday.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

In addition to the holidays prescribed above, the 9th May, 1951, shall be observed as a public holiday, and employees shall be entitled to be absent from work on such day without loss of pay, provided that the employees concerned shall attend for work on the working day immediately preceding and the working day immediately following such holiday.

EMPLOYMENT FOR LESS THAN FULL WEEK.

6. Subject to clause 5 persons who are employed for less than 40 hours during any week shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

SICK LEAVE.

7. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion, the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

(cc) Rights accrued under sub-clause (c) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by one-eleventh of such total the result to be calculated to the nearest hour.

Attendance at Hospital, &c.

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

ANNUAL HOLIDAY.

8. 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.

DEFINITION.

9. "Year" means the period between the 1st day of June in each year and the next 31st day of May

PERIODICAL ADJUSTMENT OF WAGES.

10. 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 by the same amount and at the same time as such basic wage as prescribed by clause 11.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria	8 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

11. (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 August, 1951, the amount of the basic wage shall be as prescribed in clause 10.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the 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 '103 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.

In addition to the basic wage prescribed by clause 10, any adult employee of a classification specified hereunder shall be paid the margin and loading hereinafter assigned to that classification, and such loading shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination:—

Classification.	Margin.	Special Loading.
	<i>s. d.</i>	<i>s. d.</i>
Die Sinker, by hand and/or by machine	59 0	6 0
Badge Toolmaker	40 0	3 0
Steel Stamp Cutter	49 0	4 0
Engravers by hand	44 0	4 0
Engravers, copperplate	44 0	4 0
Pantagraph Operator (other than die sinking or steel stamp cutting)	34 0	3 0
Stencil Plate Cutter	24 0	3 0
Drop Hammer Stamper who sets dies and makes force	21 0	3 0
Press Operator	19 0	3 0
Other Employees with not less than three months' experience in the industry	6 0	2 0
All Others	Nil.	2 0

ADJUSTMENT OF JUNIOR RATES.

12. The wage rates for junior employees shall be the under-mentioned percentages of the basic wage. Such rates shall be calculated to the nearest 6d. half or less than half of 6d. to be disregarded.

Apprentices or Improvers.				Improvers.	Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.	
Apprentices.			Under 16 years of age		16 years of age	%
Commencing Age.						
	Under 16 Years.	16 or 17 Years.	Over 17 Years.			
1st year's experience ..	26	34	43	30	Under 16 years of age ..	26
2nd year's experience ..	39	48	60	45	16 years of age ..	33
3rd year's experience ..	52	65	82	57	17 years of age ..	41
4th year's experience ..	69	86	100 + 13s.	76	18 years of age ..	56
5th year's experience ..	86	100 + 13s.	..	91	19 years of age ..	69
6th year's experience ..	100 + 13s.	100 + 19s. 6d.	20 years of age ..	86

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

J. W. RYAN, Secretary.

Melbourne, 18th April, 1951.