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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 August, 1951.

Dated at Melbourne, this
19th day of September, 1951.

RAY. H. BEERS.
Secretary for Labour.

PROCESS ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 343 of the 22nd March, 1951, 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.		
The wages and conditions of apprentices shall be those prescribed from time to time by the Apprenticeship Commission of Victoria.		Percentage of Rate Prescribed for "Any Other Adult Male".	Total Wage Payable.
		%	£ s. d.
	Under 15 years of age	22	2 5 0
	Between 15 and 16 years of age	27	2 15 6
	Between 16 and 17 years of age	35	3 11 6
	Between 17 and 18 years of age	47	4 16 6
	Between 18 and 19 years of age	59	6 1 0
	Between 19 and 20 years of age	72	7 7 6
	Between 20 and 21 years of age	85	8 14 0
	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 an Adult Female Rate of £8 5s. 6d. (Adjustable).	Total Wage Payable.
		%	£ s. d.
	First year's experience	30	2 9 6
	Second year's experience	40	3 6 0
	Third year's experience	50	4 2 6
	Fourth year's experience	60	4 19 6
	Fifth year's experience	75	6 4 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	12 13 6	(a) from 3 to 8 employees (both inclusive) ..	8 9 6
(b) Camera operator	12 13 6	(b) from 9 to 15 employees (both inclusive) ..	9 1 0
(c) Half-tone etcher	12 13 6	(c) over 15 employees ..	9 8 6
(d) Line etcher	12 9 0	Female employee not otherwise specified	7 14 0
(e) Photo imposer	12 9 0		
(f) Engraver	12 9 0		
(g) Router and/or moulder and/or proofers ..	12 7 0		
(ii) Photo Lithography—			
(a) Artist and/or designer	12 13 6		
(b) Camera operator	12 13 6		
(c) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate	12 9 0		
(d) Lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates	10 17 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	12 13 6		
(b) Camera operator	12 13 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	12 13 6		
(iv) Any other adult male	10 5 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.