VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE PROCESS ENGRAVERS BOARD.

NOTE.—This Determination on the 5th January, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677), and such portions of the city of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Special 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 Process Engraver," has made the following Determination, namely:—

(1) That on the 5th January, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.

	Wages per week. s. d.
1st year	17 6
2nd year	22 6
3rd year	30 0
4th year	40 0
5th year	52 6
6th year	70 0

Provided that where a person is more than sixteen years of age at the date of execution of the indentures the term may be five years and the wages as follows:—

	s. d.
1st year	22 6
2nd year	30 0
3rd year	40 0
4th year	52 6
5th year	70 0

PROPORTION.

1. Within the Metropolitan District the proportion shall be as fixed by the Apprenticeship Commission.

2. Outside the Metropolitan District one apprentice to every two or fraction of two workers receiving not less than 105s. per week.

Improvers.

	Wages per week. s. d.
1st year	25 0
2nd year	32 6
3rd year	45 0
4th year	55 0
5th year	72 6

PROPORTION (in any place).

One improver to every four employees receiving not less than 105s. per week.

NOTE.—The Apprenticeship Commission has provided that after the 22nd August, 1928, no new improver shall be employed except with the consent of the Commission.

Juvenile Workers.

	Wages per week. s. d.
1st year	12 6

Other Employees.

	Wages per week. s. d.
Operator in charge of the Process Engraving Department	145 0
Half-tone fine etcher or operator—	
21 to 22 years of age	110 0
And thereafter	120 0
Line etcher	117 6
Photo lithographer	120 0
Printer	112 6
Router	110 0
Mounter	105 0
Proofer	105 0
Engraver	120 0

(3) DEFINITION.—A juvenile worker is any person under 21 years of age (other than an apprentice or improver) who may be employed for not more than one year in cleaning, attending on operator, rocking baths, mounting, or proving.

(4) HOURS.—The number of hours for an ordinary week's work shall be :—

Day shift	44 hours
Night shift (excluding persons engaged in daily newspaper offices)	38 "

(5) TIMES OF BEGINNING AND ENDING WORK.—For all persons other than those engaged in daily newspaper offices :—

	Time of Beginning.	Time of Ending.
Day shift—		
Monday to Friday	8 a.m.	6 p.m.
Saturday	8 a.m.	12.30 p.m.
Night shift—Monday to Friday	2 p.m.	11 p.m.

(6) OVERTIME—

(a) In daily newspaper offices any employee who works for any time in excess of 44 hours in any week shall be paid for such extra time at the rate of time and a half.

(b) In all other places overtime shall be paid for at the rate of time and a half calculated on the ordinary rates as follows :—

(i) Within the hours fixed as the times of beginning and ending work in excess of 44 hours per week if day shift and 38 hours per week if night shift.

(ii) In excess of 8 hours in any one day in factories working 5½ days a week, and in excess of 9 hours in any one day in factories working 5 days a week.

(iii) Outside the hours fixed as the times of beginning and ending work (with the exception of work done after midnight).

(7) WORK DONE AFTER MIDNIGHT.—Work done after midnight (except in daily newspaper offices) shall be paid for at double rates calculated on the ordinary rates.

(8) SPECIAL RATE.—All work done (except in daily newspaper offices) on night shift between the hours of 6 p.m. and 11 p.m. shall be paid for at 1s. per hour in addition to the ordinary rate.

(9) PUBLIC HOLIDAYS.—Double time shall be paid for all work done (except in daily newspaper offices) on Sundays, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours 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.

(10) HOLIDAY PAY (employees in daily newspaper offices excepted)—

(a) Any employee who has been in continuous employment in any one factory for a period of not less than the last six months preceding Christmas Day in any year and who is not required to work on the days between Christmas Day and New Year's Day (inclusive) shall receive a sum of one-third of his ordinary wage for each usual working day in that period.

(b) Any person who was employed on the last usual working day preceding any of the following days—Foundation Day, Eight Hours Day, Anzac Day, Good Friday, Easter Monday, King's Birthday, and Melbourne Cup Day, and who is not required to work on these days shall receive a sum of one-third of his ordinary wage for each such day.

(11) MEAL TIME.—Each person employed on night shift shall receive a meal time of not less than one hour.

(12) NOTICE OF INTENTION TO WORK OVERTIME.—In every case where practicable an employer shall give 24 hours' notice to each employee of his intention to work such employee overtime.

(13) TRANSPORT.—Where an employee is required to work so late that the ordinary transport services are not available for his conveyance home special means shall be provided by the employer.

D. GRANT, Chairman.

J. W. RYAN, Secretary.

Melbourne, 19th December, 1930.

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