



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 137]

TUESDAY, JUNE 21.

[1938

Factories and Shops Acts.

## DETERMINATION OF THE PROCESS ENGRAVERS BOARD.

NOTE.—This Determination on the 18th June, 1938, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, 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 18th June, 1938, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.	Improvers.	Juvenile Workers.	Other Employers.						
Wages per week. <i>s. d.</i>	Wages per week. <i>s. d.</i>	Wages per week. <i>s. d.</i>	Wages per week. <i>s. d.</i>						
1st year .. .. 16 6	1st year .. .. 22 0	1st year .. 12 6	Half-tone fine etcher, operator, line etcher, photo-lithographer, printer, or engraver—						
2nd year .. .. 20 6	2nd year .. .. 23 6		21 and 22 years of age .. 108 0						
3rd year .. .. 28 0	3rd year .. .. 40 0		And thereafter .. .. 113 0						
4th year .. .. 37 6	4th year .. .. 48 0		Router, mounter, or proofer .. 106 0						
5th year .. .. 49 0	5th year .. .. 63 6								
6th year .. .. 65 6									
<p>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:—</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><i>s. d.</i></td> </tr> <tr> <td>1st year .. .. 20 6</td> </tr> <tr> <td>2nd year .. .. 28 0</td> </tr> <tr> <td>3rd year .. .. 37 6</td> </tr> <tr> <td>4th year .. .. 49 0</td> </tr> <tr> <td>5th year .. .. 65 6</td> </tr> </table>				<i>s. d.</i>	1st year .. .. 20 6	2nd year .. .. 28 0	3rd year .. .. 37 6	4th year .. .. 49 0	5th year .. .. 65 6
<i>s. d.</i>									
1st year .. .. 20 6									
2nd year .. .. 28 0									
3rd year .. .. 37 6									
4th year .. .. 49 0									
5th year .. .. 65 6									
<p>PROPORTION (in any place).</p> <p>One improver to every four employees receiving not less than 106s. per week.</p>									
<p>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.</p>									
<p>PROPORTION.</p> <p>1. Within the Metropolitan District the proportion shall be as fixed by the Apprenticeship Commission.</p> <p>2. Outside the Metropolitan District one apprentice to every three or fraction of three workers receiving not less than 106s. per week.</p>									

### (3) ADJUSTMENT OF BASIC WAGE AND OF ADULT MINIMUM WAGE.

Pursuant to the provisions of section 21 of the Factories and Shops Act of 1934, the wage rates for adult males shall be automatically increased or decreased by the same amount, and at the same time, as the basic wage shown hereunder is adjusted in accordance with the following provisions of this clause:—

(a) For work done before the beginning of the first pay period to commence in December, 1938, the amount of the basic wage shall be 71s.

(b) For work done during each future successive period beginning with the first pay period to commence in June or December, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statisticians "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's 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.

1. Adjustment is to be based upon the equating of index number 1,000 with a wage of 8s. the amount assessed upon that number of the declared ordinary basic wage per week of the Commonwealth Court of Conciliation and Arbitration.
2. The index number to be applied is that assigned to Melbourne.
3. The index number for the six months ending March and September next preceding the half-year for which the adjustment is made is to be ascertained.
4. The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
5. The basic wage shall be of that assigned amount during such half-year.

Provided, however, that if that assigned amount of the basic wage be different by less than 1s. from the last current amount of the basic wage, then that last current amount of all rates shall continue unchanged during such period.

TABLE A.

Index Numbers Divisions.		Basic Wage.	Index Numbers Divisions.		Basic Wage.
		£ s. d.			£ s. d.
735-746	.. .. .	3 0 0	834-845	.. .. .	3 8 0
747-759	.. .. .	3 1 0	846-858	.. .. .	3 9 0
760-771	.. .. .	3 2 0	859-870	.. .. .	3 10 0
772-783	.. .. .	3 3 0	871-882	.. .. .	3 11 0
784-796	.. .. .	3 4 0	883-895	.. .. .	3 12 0
797-808	.. .. .	3 5 0	896-907	.. .. .	3 13 0
809-820	.. .. .	3 6 0	908-919	.. .. .	3 14 0
821-833	.. .. .	3 7 0	920-932	.. .. .	3 15 0

The index number divisions in this table are based upon the equating of the index number 1,000 with a basic wage of 8s. per week, and any necessary extension may be made by reference to the Table of Wages containing 1s. divisions authorized by the Commonwealth Court of Conciliation and Arbitration.

The minimum rates of wages to be paid to persons working on a day shift shall be determined in the following manner.

ADULT MALES.

Where the work is performed by an adult male in the area to which this Determination applies the employee shall be paid the sum (being the "basic" wage) mentioned in the second column of Table B, and where the employee is performing the work usually performed by any class of employee mentioned in Table C, he shall be paid the sum (being the marginal difference) prescribed in the said Table C, applicable to such class of work, plus the additional amount granted as a prosperity allowance as shown in Table D.

TABLE B.

Place.	Basic Wage for Adult Males.	Index Number Set Assigned.	Original Index Number Division.
	£ s. d.		£ s. d.
Within the area to which this Determination applies .. .. .	3 11 0	Melbourne .. .. .	871-882

MARGINAL RATES.

In addition to the basic wage mentioned in Table B, the margins set out in Table C shall be the minimum rate payable to employees therein named—plus the prosperity allowance shown in Table D.

TABLE C.

	Per week.
	£ s. d.
Half-tone etcher, operator, line etcher, printer, photo-lithographer or engraver—	
21 or 22 years of age .. .. .	1 13 0
And thereafter .. .. .	1 18 0
Router, moulder, or proofer .. .. .	1 13 0

TABLE D.

	Per week
	£ s. d.
Half-tone etcher, operator, line etcher, printer, photo-lithographer or engraver—	
21 or 22 years of age .. .. .	0 4 0
And thereafter .. .. .	0 4 0
Router, moulder, or proofer .. .. .	0 2 0

(4) DEFINITION.—A juvenile worker is any person under 17 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.

(5) 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) .. .. .	35 ..

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

	Time of Beginning.	Time of Ending.
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.

## (7) OVERTIME—

- (a) In daily newspaper offices any employee who works for any time in excess of 8 hours in any one day or 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 calculated on the ordinary rates shall be paid for 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 35 hours per week if night shift . . . . .                  | .. .. | } Time and a half for the first twelve hours, and double time thereafter. |
| (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 or after the usual finishing hour on Saturday) . . . . . | .. .. |   |

(8) WORK DONE AFTER MIDNIGHT OR AFTER USUAL FINISHING TIME ON SATURDAY.—Work done after midnight or after usual finishing time on Saturday (except in daily newspaper offices) shall be paid for at double rates calculated on the ordinary rates.

(9) 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.

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

## (11) HOLIDAY PAY (employees in daily newspaper offices excepted)—

- (a) Every employee (including every apprentice) 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 his ordinary wage for each usual working day in that period. To be entitled to receive payment as herein provided an employee must be ready, available, and willing to work (should an employer require his services) on the last working day preceding Christmas Day, and on the first working day after New Year's Day.
- (b) Every employee (including every apprentice) who was employed on any one of the six working days immediately preceding any of the following days:—Australia Day, Labour 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 his ordinary wage for each such day.

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

(13) 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. In each case where such notice has not been given and the employee is required to work overtime for not less than one hour he shall receive One shilling and sixpence as tea money, in addition to any other special payments provided.

(14) EMPLOYEE RECALLED TO WORK (employees in daily newspaper offices excepted).—Any employee having ceased work for the day and who after a period of not less than one hour has been recalled to work shall receive at least the equivalent of three hours' pay for the class of work done.

(15) OVERTIME TO BE CONTINUOUS.—Where overtime after the usual time of ceasing work is worked it shall, with the exception of a break of not more than one hour for a meal be continuous, provided that this clause shall not operate in the case of an employee recalled to work as provided in clause (14).

(16) 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, 3rd June, 1938.

