



VICTORIA GOVERNMENT GAZETTE.

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[1940

Factories and Shops Acts.

DETERMINATION OF THE PROCESS ENGRAVERS BOARD.

NOTE.—This Determination on the 18th December, 1940, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Special 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 :—

(a) in the process, trade, or business of a process engraver;

(b) in the process, trade, or business of making blocks or plates for photogravure or rotogravure work,

has made the following Determination namely :—

(1) That on the 18th December, 1940, the adjusted Determination of this Board, which came into operation as from the beginning of the first pay period to commence in June, 1940, shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.							Juvenile Workers.	Other Employees.
Wages per Week.							Wages per Week.	Wages per Week.
(a) Female apprentices or improvers engaged in retouching positives or negatives in connexion with photogravure or rotogravure work.							s. d. 1st year 12 6	(a) Employed in connexion with photogravure or rotogravure work :—
Commencing Age.								
—	Under 16 Years.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.		
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year—								
1st six months	20 0	20 0	24 0	29 6	34 0	36 0		
2nd six months	20 0	20 0	24 0	29 6	34 0	41 0		
2nd year ..	22 6	24 0	28 6	32 0	39 0	..		
3rd year ..	26 6	28 0	31 0	36 0	..	..
4th year ..	33 0	34 6	38 6	..	..	..
5th year ..	41 0	45 0	..	..	..	..
6th year ..	48 0	..	..	..	..	..
(b) Other apprentices or improvers :—								
Apprentices.			Improvers.					
	s. d.			s. d.				
1st year ..	16 6	1st year ..	22 0					
2nd year ..	20 6	2nd year ..	28 6					
3rd year ..	28 0	3rd year ..	40 0					
4th year ..	37 6	4th year ..	48 0					
5th year ..	49 0	5th year ..	63 6					
6th year ..	65 6							
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 ..	20 6							
2nd year ..	28 0							
3rd year ..	37 6							
4th year ..	49 0							
5th year ..	65 6							
								</

PROPORTION.

(a) Persons employed in connexion with photogravure or rotogravure work:—

Apprentices.

One apprentice to every two or fraction of two workers receiving not less than the minimum wage.

Improvers.

One improver to every 50 workers (receiving [not less than the minimum wage: Provided this provision shall not apply to improvers who were engaged in the industry prior to the 18th] December, 1940.

(b) Other apprentices or improvers (NOTE:—The employment of improvers within the Metropolitan District at this section of the trade is prohibited by a regulation under the Apprenticeship Act):—

Apprentices.

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

2. Outside the Metropolitan District one apprentice to every three or fraction of three workers receiving not less than 113s. per week.

Improvers.

One improver to every four employees receiving not less than 113s. per week.

(3) DEFINITION.—A juvenile worker is any person under seventeen 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)	35 „

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

Day shift—		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.

(6) OVERTIME.—(a) In daily newspaper offices any employee who works for any time in excess of eight 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:—

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|--|---|
| (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 eight hours in any one day in factories working five and a half days a week, and in excess of nine hours in any one day in factories working five 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 .. | |

(7) 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.

(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.—(a) 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), Anzac Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), 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.

(b) Any employee (including any apprentice) who was employed on any one of the six working days immediately preceding any of the holidays mentioned in sub-clause (a) hereof and who is not required to work on any such holiday shall be entitled to be absent from work without deduction of pay.

(10) ANNUAL LEAVE (employees in daily newspaper offices excepted).—Any employee who has been in continuous employment in any one factory or place for a period of not less than six months preceding Christmas Day in any year shall be entitled to seven consecutive working days' annual leave without deduction of pay. Such leave shall commence on Christmas Day or on the day following the last working day preceding Christmas Day.

To be entitled to receive annual leave an employee must (should the employer so desire) be ready, available, and willing to work on the last working day preceding the annual leave, and on the first working day following such annual leave.

An employer who through the exigencies of trade may require an employee to work on any of the days included in such annual leave shall grant such employee in lieu of such days worked an equivalent number, plus one, of successive working days as annual leave either immediately preceding the first Good Friday following, or immediately succeeding the first Easter Monday following.

(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. 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.

(13) 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.

(14) 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 (13).

(15) 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.

(16) ADJUSTMENT OF BASIC WAGE.—Pursuant to the provisions of section 21 of the Factories and Shops Act of 1934, the wage rates for adults (other than females engaged in retouching positives and negatives in the photogravure or rotogravure section) 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 May, 1941, the amount of the basic wage shall be 78s.

(b) For work done during each future successive period beginning with the first pay period to commence in May or November, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "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:—

(i) Adjustment is to be based upon the equating of index number 1,000 with a wage of 81s., the amount assessed upon that number of the declared ordinary basic wage per week of the Commonwealth Court of Conciliation and Arbitration.

(ii) The index number to be applied is that assigned to Melbourne.

(iii) 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.

(iv) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(v) 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.

The wages of adult females engaged in retouching positives or negatives and of all junior employees in the photogravure and rotogravure sections shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Table A.

Index Number Divisions.				Basic Wage.	Index Number Divisions.				Basic Wage.
				£ s. d.					£ s. d.
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
834-845	..	..	..	3 8 0	933-944	..	..	..	3 16 0
846-858	..	..	..	3 9 0	945-956	..	..	..	3 17 0
859-870	..	..	..	3 10 0	957-969	..	..	..	3 18 0
871-882	..	..	..	3 11 0	970-981	..	..	..	3 19 0
883-895	..	..	..	3 12 0	982-993	..	..	..	4 0 0

The index number divisions in this table are based upon the equating of the index number 1,000 with a basic wage of 81s. 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.

Where the work is performed by an adult (other than a female engaged in retouching positives or negatives in the photogravure or rotogravure section), 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 Adults.	Index Number Set Assigned.	Original Index Number Division.
	£ s. d.		
Within the area to which this Determination applies	3 18 0	Melbourne	957-969

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—	
Twenty-one years of age	1 13 0
And thereafter	1 18 0
Routier, mounter, or proofer	1 13 0
All others (photogravure or rotogravure section)	1 18 0

Table D.

	Per Week.
	£ s. d.
Half-tone etcher, operator, line etcher, printer, photo-lithographer, or engraver—	
Twenty-one years of age	0 4 0
And thereafter	0 4 0
Router, mounter, or proofer	0 2 0
All others (photogravure or rotogravure section)	0 4 0

D. GRANT, Chairman.

J. W. RYAN, Secretary.

Melbourne, 3rd December, 1940.