

[1945]



VICTORIA

## GOVERNMENT GAZETTE.

Published by Authority.

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

No. 179]

WEDNESDAY, MAY 20.

[1942

Factories and Shops Acts.

## DETERMINATION OF THE PHOTOGRAPHIC GOODS 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 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 manufacturing or preparing photographic goods or materials" has made the following Determination, namely:—

(1) That on the 14th May, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

| (a) Apprentices or Improvers.   |    |    |    | (b) Other Employees.   |          |  |       |
|---|----|----|----|--|----------|--|-------|
| Age.  |    |    |    | s. d.  |          |  |       |
|   |    |    |    | Males.   | Females. |  |       |
|   |    |    |    | s. d.  | s. d.    |  |       |
| Under 16 years of age   | .. | .. | .. | 25 0   | 24 9     | Adult Males—   |       |
| 16 and under 17 years of age  | .. | .. | .. | 32 3   | 30 9     | Emulsion mixers, emulsion washers, finishers, molters, preparers of emulsion for coating, coaters, and employees in coating room | 108 6 |
| 17 " 18 " "   | .. | .. | .. | 41 0   | 35 6     | All others   | 100 6 |
| 18 " 19 " "   | .. | .. | .. | 49 6   | 39 9     | Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.                         |       |
| 19 " 20 " "   | .. | .. | .. | 65 0   | 43 3     | Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.                             |       |
| 20 " 21 " "   | .. | .. | .. | 79 9   | 49 3     | If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift. |       |
| Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.   |    |    |    | Adult females  |          |  | 58 6  |
| Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above. |    |    |    | Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".   |          |  |       |
| PROPORTION (in any place).<br>Apprentices or Improvers.   |    |    |    | Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females." |          |  |       |
| Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.             |    |    |    | Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females."   |          |  |       |
| An indenture of apprenticeship has been prescribed by the Board.  |    |    |    |  |          |  |       |

## (3) TIME OF BEGINNING AND ENDING WORK.—

|  | Time of beginning— | Time of ending— |
|--|--------------------|-----------------|
| (a) Employees whose work is not essential to work in the coating room or emulsion room | 8 a.m.             | 5.30 p.m.       |
| Female employees whose work is essential to work in the coating room                   | 7.45 a.m.          | 6.45 p.m.       |
| Male employees whose work is essential to work in the coating room or emulsion room    | 6 a.m.             | 6 p.m.          |

## (b) SHIFT WORK.—

Afternoon shift between the hours of 12 noon and 11.30 p.m. working 8 hours 48 minutes.  
Night shift between the hours of 11 p.m. and 9 a.m. working 8 hours 48 minutes.

(c) Shift work shall be worked between the hours of 11 p.m. on Sunday and 9 a.m. on Saturday; but for not more than 8 hours 48 minutes per day or 44 hours per week. Any shift working between 9 a.m. on Saturday and midnight on Sunday shall be paid for at overtime rates.

## (4) OVERTIME.—The following rates shall be paid for all work done—

|  |                  |    |    |
|--|------------------|----|----|
| (a) Outside the hours fixed as the times of beginning and ending work  | ..               | .. | .. |
| (b) Within the hours fixed as the times of beginning and ending work, after the employee has worked (exclusive of meal breaks) on any one day Monday to Friday inclusive 8 hours 48 minutes continuous time. | Time and a half. |    |    |
| (c) Within the hours fixed as the times of beginning and ending work in excess of 44 hours   | ..               | .. | .. |

(5) PIECEWORK.—The Board determines under the provisions of the Factories and Shops Acts that any employer and any employee may agree to fix and respectively pay and receive piecework prices in respect of the work of such employee. Provided that the piecework prices so fixed shall be such that such employee can earn not less than 5 per cent. more than the minimum wages rate prescribed for such employee.

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on Saturday or Sunday or on the following holidays, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup 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. Provided that time and a half shall be the rate paid for all work done on Saturday (not being a public holiday) to emulsion mixers, emulsion washers, finishers, melters, and preparers of emulsion for coating, coaters, and employees in the coating room:

Provided further that where the night shift is extended to finish not later than 9 a.m. on Saturday, the ordinary rate for such shift shall apply.

(7) **HOLIDAYS.**—(a) All employees, including pieceworkers, shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor: Provided that no holiday rate of pay shall be allowed in respect of any such days as may fall on a Saturday or Sunday.

(b) Any employee absenting himself or herself from work on any portion of the working day either before or after a holiday provided for herein without permission from the employer shall not be entitled to payment for such holiday. Provided that this clause shall not apply to an employee if he or she produces a medical certificate to show that such absence was due to personal ill health.

(c) Any employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

(8) **SICK LEAVE.**—(a) If an employee absents himself or herself from duty, the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to absence on holidays in accordance with clause (7), and as to cases of illness is subject to the sub-clause (b) next hereto.

(b) If the absence from duty of an employee engaged by the week be reasonable because of his own illness, not the result of his own misconduct nor occasioned while engaged in work or sport for profit (otherwise than under this Determination), and he produce within 48 hours to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate five days during any one year of the employment, or a proportionately less time during any shorter period of the employment. Provided that this sub-clause shall not apply to any employee who has not been in the employment for three months.

(9) **REST PERIOD.**—An interval of ten minutes to be selected by the employer shall be allowed to females between 10 a.m. and 11 a.m. each day for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats, but not the premises.

(10) **ANNUAL LEAVE.**—In each calendar year, or within one month thereafter, each employee who has been in the continuous employment of the same employer for not less than one year shall be granted eight continuous working days' holiday on full pay (exclusive of the holidays specified in clause 7). Provided that if the factory or works at which he is employed shall be closed for the purpose of granting general annual holidays to the persons employed thereat, any employee who has been employed for less than one calendar year shall be entitled to *pro rata* holidays on full pay, i.e., one day for each complete six weeks of such service.

(11) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates for males set out in clause (2) is based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. The wages of apprentices and improvers and all females, shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be that any fraction of 3d. to be taken to the next higher 3d.

The basic wage shown hereunder shall be adjusted as prescribed in clause (12).

*Basic Wage.*

| Place.  | Basic Wage.      | Index Number Set Assigned. |
|---|------------------|----------------------------|
| Within the area to which this Determination applies .. .. . | £ s. d.<br>4 6 0 | Melbourne                  |

(12) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in August, 1942, the amount of the basic wage shall be as prescribed in clause (11).

(b) During each future period of or near a quarter 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 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:—

- (1) The Index Number set to be applied to a place is that assigned thereto in Clause (11).
- (2) The Index Number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or any extension thereof) to the Index Number Division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

*Table.*

| Index Number Divisions. | Basic Wage. | Index Number Divisions. | Basic Wage. |
|-------------------------|-------------|-------------------------|-------------|
|                         | £ s. d.     |                         | £ s. d.     |
| 735-746 .. .. .         | 3 0 0       | 933-944 .. .. .         | 3 16 0      |
| 747-759 .. .. .         | 3 1 0       | 945-956 .. .. .         | 3 17 0      |
| 760-771 .. .. .         | 3 2 0       | 957-969 .. .. .         | 3 18 0      |
| 772-783 .. .. .         | 3 3 0       | 970-981 .. .. .         | 3 19 0      |
| 784-796 .. .. .         | 3 4 0       | 982-993 .. .. .         | 4 0 0       |
| 797-808 .. .. .         | 3 5 0       | 994-1006 .. .. .        | 4 1 0       |
| 809-820 .. .. .         | 3 6 0       | 1007-1018 .. .. .       | 4 2 0       |
| 821-833 .. .. .         | 3 7 0       | 1019-1030 .. .. .       | 4 3 0       |
| 834-845 .. .. .         | 3 8 0       | 1031-1043 .. .. .       | 4 4 0       |
| 846-858 .. .. .         | 3 9 0       | 1044-1055 .. .. .       | 4 5 0       |
| 859-870 .. .. .         | 3 10 0      | 1056-1067 .. .. .       | 4 6 0       |
| 871-882 .. .. .         | 3 11 0      | 1068-1080 .. .. .       | 4 7 0       |
| 883-895 .. .. .         | 3 12 0      | 1081-1092 .. .. .       | 4 8 0       |
| 896-907 .. .. .         | 3 13 0      | 1093-1104 .. .. .       | 4 9 0       |
| 908-919 .. .. .         | 3 14 0      | 1105-1117 .. .. .       | 4 10 0      |
| 920-932 .. .. .         | 3 15 0      |                         |             |

J. K. McCASKILL, Chairman.

W. HEATH, Secretary.

Melbourne, 28th April, 1942.

By Authority: H. E. DAW, Government Printer, Melbourne