



VICTORIA

GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

DETERMINATION OF THE ENGRAVERS BOARD.

NOTE.—(1) This Determination applies to the whole of the State of Victoria.

(2) The Engravers Board when first constituted had power to fix rates for any person or persons, or classes of persons, employed in the process, trade, or business of a process engraver. This power was taken away by Order in Council dated 26th August, 1913.

(3) On the 2nd October, 1917, the powers of the Engravers Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of making (but not enamelling) metal badges.

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 an engraver or die-sinker," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence after the 1st December, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.						
WAGES PER WEEK OF—						
(a) Until the 31st December, 1947—44 hours.						
(b) Thereafter—40 hours.						
Apprentices.			Improvers.			
—	Weekly Rate.	War Loading.	Total Weekly Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year's experience	18 6	0 6	19 0	29 9	0 9	30 6
2nd " "	25 9	0 9	26 6	37 0	1 0	38 0
3rd " "	39 6	1 0	40 6	46 6	1 3	47 9
4th " "	53 3	1 3	54 6	56 6	1 6	58 0
5th " "	64 0	1 6	65 6	73 0	1 9	74 9
6th " "	91 0	2 3	93 3	90 6	2 3	92 9
and thereafter the minimum wage.						

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 11s. per week.

An indenture of apprenticeship prescribed was approved on 13th March, 1914.

Improvers.

One improver to every four workers receiving not less than 148s. per week.

WAGES PER WEEK OF— (a) Until the 31st December, 1947—44 hours. (b) Thereafter—40 hours.				Other Employees.	
—	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Wages Per Week of— (a) until the 31st December, 1947—44 hours. (b) thereafter—40 hours.
	s. d.	s. d.	s. d.		£ s. d.
1st year	25 9	0 9	26 6	Die-sinker by hand	8 5 6
2nd	31 6	0 9	32 3	Engravers by hand	7 8 0
3rd	38 6	1 0	39 6	Engravers, copper plate	7 8 0
4th	52 0	1 6	53 6	Steel stamp cutters	7 12 6
5th	64 0	1 9	65 9	Pantagraph operators	6 16 0
6th	77 9	2 0	79 9	Badge tool-makers	6 12 0
				Stencil plate cutters	6 6 0
				All others	5 11 0

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
3. On the day on which the half-holiday is usually observed	7.45 a.m.	12.30 p.m.
On the other working days of the week	7.45 a.m.	6 p.m.

OVERTIME.

- 4. (a) Outside the hours fixed in clause 3—
 - (i) Between 10 p.m. and midnight Time and three-quarters.
 - (ii) Between midnight and 6.30 a.m. Double time.
 - (iii) Any other time outside the times of beginning and ending work Time and a half.
- (b) Within the hours fixed in clause 3 in excess of—
 - (i) Until the 31st December, 1947, 44 hours in any week } Time and a half.
 - (ii) Thereafter, 40 hours in any week }

Compulsory Overtime.

4A. An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS AND SUNDAY WORK.

5. Employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

In any year prior to King's Birthday where a majority of the employees in any establishment so decides, Melbourne Cup Day may be substituted for King's Birthday.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

EMPLOYMENT FOR LESS THAN FULL WEEK.

- 6. Subject to clause 5 persons who are employed for less than—
 - (a) until the 31st December, 1947, 44 hours;
 - (b) thereafter, 40 hours;

during any week shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

SICK LEAVE.

7. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations :—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of—
 - (a) until the 31st December, 1947, 44 hours of working time;
 - (b) thereafter, 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion, the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

(cc) Rights accrued under sub-clause (c) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by one-eleventh of such total the result to be calculated to the nearest hour.

Attendance at Hospital, &c.

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

DEFINITION.

9. "Year" means the period between the 1st day of June in each year and the next 31st day of May.

PERIODICAL ADJUSTMENT OF WAGES.

10. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 11. Provided that the wages of apprentices, improvers, and juveniles 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.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

11. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the basic wage shall be as prescribed in clause 10.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

In addition to the basic wage prescribed by clause 10, any adult employee of a classification specified hereunder shall be paid the margin and loading hereinafter assigned to that classification, and such loading shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination:—

Classification.	Margin.	Special Loading.
	s. d.	s. d.
Die-sinkers by hand	50 6	6 0
Engravers by hand	35 0	4 0
Engravers, copper plate	35 0	4 0
Steel stamp cutters	39 6	4 0
Pantagraph operators	24 0	3 0
Badge tool-makers	20 0	3 0
Stencil plate cutters	14 0	3 0
All others	Nil.	2 0

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 4th December, 1947.

