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[1948

Factories and Shops Acts.

DETERMINATION OF THE DENTAL MECHANICS BOARD.

This Determination since the 2nd July, 1946, has applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 30th August, 1938, has had the power "to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of—

- (a) a dentist's surgical assistant granted a permit by the Dental Board of Victoria in pursuance of section 68 of the *Medical Act 1928*;
- (b) a dentist's mechanic;
- (c) making any article to be fitted in a human mouth;
- (d) a dentist's attendant,"

has made the following determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

Dentist's Mechanic. (Apprentices.)	Dentist's Attendant. (Apprentices and Improvers.)	Other Employees.	Minimum Wage.
			<i>s. d.</i>
1st year .. .. .	1st year .. .. .	Dentist's Surgical Assistant .. .. .	24 6
2nd " .. .. .	2nd " .. .. .	Dentist's Mechanic .. .. .	42 0
3rd " .. .. .	3rd " .. .. .	Dentist's Attendant .. .. .	57 6
4th " .. .. .			76 6
5th " .. .. .			
6th " .. .. .			

\* NOTE. Clause 3. Special conditions regarding the employment of juniors. And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

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

An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.

(Dentists' Attendants.)

One improver to every ten or fraction of ten workers receiving not less than the minimum wage.

## SPECIAL CONDITIONS REGARDING THE EMPLOYMENT OF JUNIORS.

3. (a) The Board has determined that on and after the 28th September, 1945, no junior shall be employed at the Dental Mechanics' Section of the trade except under terms of apprenticeship.

(b) Juniors shall be apprenticed as from the date of commencing work with an employer, but the first twelve months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

## TIMES OF BEGINNING AND ENDING WORK.

## (i) Dental Mechanics.

4. The ordinary hours of work shall be between the following times of beginning and ending work:—  
8 a.m. .. .. 6 p.m. on Monday to Friday (inclusive).

## (ii) Attendants.

Time of Beginning.	Time of Ending.
8.30 a.m. .. ..	6 p.m. on Monday, Tuesday, Wednesday, and Thursday.
9 a.m. .. ..	9 p.m. on Friday.
8.30 a.m. .. ..	1 p.m. on Saturday.

## (iii) All Others.

(a) Where a five and a half day week is worked—

Time of Beginning.	Time of Ending.
9 a.m. .. ..	12 noon on the day on which the half-holiday is observed.
9 a.m. .. ..	5.30 p.m. on the other working days of the week.

(b) Where a five-day week (Monday to Friday inclusive) is worked—

Time of Beginning.	Time of Ending.
8.30 a.m. .. ..	6 p.m.

## HOURS.

5. The ordinary hours for a week's work shall be 40.

## MEAL BREAK.

6. A meal break of not less than 42 nor more than 60 minutes shall be allowed daily to each employee (Saturday excepted).

## OVERTIME.

7. (a) No employee shall be required to work more than two hours' overtime in any one week outside the hours of beginning and ending work without his or her consent.

(b) No employee under the age of sixteen years shall be employed working overtime.

(c) The following rate shall be paid for all work done:—

(i) Outside the hours fixed in clause 4	} Time and a half.
(ii) Within the hours fixed in clause 4 in excess of the number of hours as fixed for a week's work	

## MEAL MONEY.

8. All employees who work overtime—

(a) in excess of three hours on the day on which the half-holiday is observed, or

(b) in excess of one hour on any other working day of the week,

shall be paid 3s. 6d. meal money in addition to overtime rates.

## SUNDAYS AND HOLIDAYS.

9. (a) Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Show Day (Metropolitan District only), 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 be payable only for work done on the day so substituted.

(b) All weekly wage employees shall be granted the holidays mentioned in sub-clause (a) without deduction of pay.

## EMPLOYMENT FOR LESS THAN FULL WEEK.

10. (a) Casual employees (i.e., persons employed during any week for not more than half the hours fixed for an ordinary week's work) shall be paid—

(i) in any week in which two or more public holidays occur .. .. . Time and a half.

(ii) in any other week .. .. . Time and a quarter.

(b) Persons who are employed during any week for more than one-half the ordinary number of hours fixed in this Determination as a week's work, but for less than 40 hours shall (subject to clause 17) be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

## TERMINATION OF EMPLOYMENT.

11. (a) Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for four weeks or more.

(b) Where the employer terminates the employment of an employee within one week of a day on which a holiday occurs the employee shall be paid for such holiday or holidays prescribed by the Determination provided that such employee has been employed by the employer for a period of at least four weeks prior to the termination of employment.

## PAY DAY.

12. All earnings shall be paid not later than Thursday of each week.

## ANNUAL HOLIDAY.

13. 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.

## SICK LEAVE.

14. (a) Any employee not attending for duty who has had not less than twelve months' service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than 40 hours of working time.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave therein prescribed has not been taken in any year, such portion of the sick leave which was or is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purpose of administering this sub-clause service prior to the 1st January, 1945, shall not be taken into account.

## REFERENCE.

15. When any employee is dismissed or leaves his employment he shall be entitled to a reference stating his period of service.

## REST PERIOD.

16. When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females, apprentices and improvers for refreshment. The interval shall be as part of the time of duty without deduction of pay.

MIXED FUNCTIONS.

17. Any employee (other than a casual employee) who is engaged in any week for more than twenty hours at work in a higher class than he or she is ordinarily employed to perform shall, for all work performed during such week, be paid at the rate fixed for the higher class of work; but, if an employee is so engaged at work in a higher class for less than twenty hours in any week, he or she shall be paid *pro rata* according to the rates fixed in this Determination for the work actually performed.

LAUNDERING ALLOWANCE.

18. Where any Surgical Assistant or Female Dentist's Attendant is required by the employer to wear a washable uniform, the laundering of same shall be done at the expense of the employer, or an allowance as prescribed hereunder shall be paid to the employee concerned:—

Surgical Assistant .. .. .	..	..	..	..	..	1s. 6d. per week.
Female Dentist's Attendant .. .. .	..	..	..	..	..	3s. per week.

DEFINITIONS.

19. (a) Dentist's Surgical Assistant: One who is granted a permit by the Dental Board of Victoria in pursuance of section 68 of the *Medical Act 1928* and who practises dental surgery under the supervision of a dentist.

(b) Dentist's Mechanic: One who is making any article to be fitted in a human mouth.

(c) Dentist's Attendant: A female who waits on a dentist or dentist's assistant and who does not make, repair, or alter any article to be fitted in a human mouth.

PERIODICAL ADJUSTMENT OF WAGES.

20. The adult 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 in clause 21. The adult female and junior rates shall be automatically increased or decreased proportionally (to nearest 6d.) to the increase in such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause 21.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. .. .	5 7 0	6 0	5 13 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

21. (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 May, 1948, the amounts of the Basic Wage shall be as prescribed in clause 20.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 16th January, 1948.

