



VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

DETERMINATION OF THE PHOTOGRAPHERS BOARD.

NOTE.—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 20th February, 1940, has had the power 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 taking, making, or doing any other work in the production of photographs, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 25th May, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

APPRENTICES OR IMPROVERS.			OTHER EMPLOYEES.			
	Wages per Week.			Wages per Week.		
	Males.	Females.		Males.	Females.	
	s. d.	s. d.		s. d.	s. d.	
16 years of age or under ..	40 0	40 0	Operator of a camera other than—			
17 years of age ..	52 8	47 6	(i) An operator of an enlarging camera, and/or			
*18 years of age ..	70 6	59 0	(ii) An operator making copy negatives from flat originals—			
*19 years of age ..	89 0	70 0	*21 years of age ..	121 0	94 6	
*20 years of age ..	110 0	80 0	*22 years of age ..	135 0	119 6	
			23 years of age or over ..	157 0	142 0	
			Artists colouring or working up ..	136 6	92 6	
			Retouchers ..	140 6	97 6	
			Printers or developers—			
			(a) Developing plates or films exposed by amateurs, or			
			(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives ..	140 6	94 0	
			Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	140 6	104 6	
			All others (including spotters) ..	134 0	86 0	

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

ORDINARY WEEK'S WORK.

3. The ordinary hours for a week's work shall be 40, which may be worked at the discretion of the employer as follows:—

On five days of not more than 8 hours each and/or one day (Saturday) of not more than 3 hours.

A meal break shall be allowed each day between the hour of noon and 2 p.m. The interval to be allowed for such meal break shall be one hour when work is done on six days a week, and three-quarters of an hour when work is done on five days a week. Provided that the meal interval may be reduced to not less than thirty minutes by agreement between an employer and the majority of the employees in the establishment and working under this Determination.

TIMES OF BEGINNING AND ENDING WORK.

4. The ordinary times of beginning and ending work shall be:—

	Time of beginning.	Time of ending.
(a) Where a five-day week is worked	8 a.m.	5.30 p.m.
(b) Where a six-day week is worked—		
Saturday	8.30 a.m.	noon
On other week days	8.30 a.m.	5.30 p.m.

OVERTIME.

5. Overtime shall be paid for as follows:—

- (a) Outside the times of beginning and ending work } *Dark Room Employees.*
- (b) Within the times of beginning and ending work in excess of— } Time and a half for the first two
- (i) Eight hours per day where a five-day week is worked } hours and double time thereafter.
- (ii) Three hours on Saturday and 8 hours on other week days where a six- } *Other Employees.*
- day week is worked } Time and a half.

NOTE:—Where a five-day week is worked, work done on a Saturday shall be deemed to be outside the times of beginning and ending work.

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

REST INTERVAL.

6. Each employee shall be allowed a rest interval of ten minutes between 10 a.m. and 11 a.m. on each day. Such rest interval shall be counted as time worked.

SPECIAL RATES.

7. Double time shall be the rate payable for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, and Melbourne Cup Day (Metropolitan District only), 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.

EMPLOYMENT FOR LESS THAN A FULL WEEK.

8. Employees who work during any week for less than 40 hours shall be paid for the first 20 hours at the rate of time and a quarter, and for all time thereafter ordinary time, up to but not exceeding the ordinary wages rate for an ordinary week's work. Provided that if an employee voluntarily terminates his or her employment or is dismissed for misconduct or neglect of duty he or she shall be paid only the ordinary rate of wages for the number of hours worked in that week.

PUBLIC HOLIDAYS.

9. Any employee who ordinarily works 22 hours or more per week shall be entitled to the holidays mentioned in clause 7, without deduction of pay. Provided that no employee shall be entitled to receive payment for any of such holidays for more than the hours he or she ordinarily works on the day on which any such holiday occurs.

ANNUAL HOLIDAY.

10. 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.

11. (a) Any employee who has been in the service of the same employer for a period of not less than six months shall be entitled to a maximum aggregate of 40 hours of working time as sick leave of absence, with full pay, during each subsequent twelve months' service, provided that he or she produces within 48 hours after the commencement of such absence, evidence satisfactory to the employer that such absence was caused by personal ill-health.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as 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 of service without deduction of pay.

TIME AND WAGES RECORD.

12. The employer shall keep a time and wages record showing the name of each employee, the number of hours worked each week, and the wages and overtime paid each week.

PREMIUMS OR BONUSES.

13. No person shall, either directly or indirectly, request or permit any other person to pay or give or shall receive from any other person, any premium, bonus, consideration or payment for employing or teaching or purporting to employ or teach any person subject to this Determination any of the callings to which the Determination applies.

TERMINATION OF EMPLOYMENT.

14. Except in a case where an employee has been guilty of misconduct, 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, as the case may be, in lieu thereof.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for employees in receipt of the basic wage or more set out in clause 2 are 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 adjusted by the same amount and at the same time as such Basic Wage as prescribed in clause 16. Provided that the wages of other employees shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. 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.	
Throughout the State	5 9 0	6 0	5 15 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (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 August, 1948, amounts of the Basic Wage shall be as prescribed in clause 15.

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

J. W. RYAN, Secretary.

Melbourne, 10th May, 1948.