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[1951

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 as from the beginning of the first pay period to commence in December, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

(a) Apprentices or Improvers.					(b) Other Employees.	
Age.	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		
		<i>s. d.</i>		<i>s. d.</i>		
16 years of age and under ..	45	73 0	60	73 0	Adult Males— Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room 189 6 All others 181 6	
17 years of age ..	54	87 6	66	80 0	Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay. Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.	
18 years of age ..	67	108 6	72	87 6	If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.	
19 years of age ..	81	131 0	78	95 0		
20 years of age ..	96	155 6	90	109 6	Adult females 128 0 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". 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". Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females".	

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.
 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.

PROPORTION (in any place). Apprentices or Improvers.

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.

An indenture of apprenticeship has been prescribed by the Board.

Clauses, other than clause 2, of the said Determination shall remain in force.

TIME OF BEGINNING AND ENDING WORK.

	Time of beginning—	Time of ending—
3. (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 noon and 11.30 p.m. working 8 hours		
Night shift between the hours of 11 p.m. and 9 a.m. working 8 hours.		
(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 per day or 40 hours per week. Any shift working between 9 a.m. on Saturday and midnight on Sunday shall be paid for at overtime rates.		

OVERTIME.

4. The following rates shall be paid for all work done—

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|---|---|
| (i) (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 continuous time
(c) Within the hours fixed as the times of beginning and ending work in excess of 40 hours | } Time and a half for the first three hours and double time thereafter. |
| (ii) For the purpose of computing overtime each day's work shall stand alone. | |
| (iii) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement. | |

PIECE-WORK.

5. 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 piece-work prices in respect of the work of such employee. Provided that the piece-work price so fixed shall be such that such employee can earn not less than 5 per cent. more than the minimum wages rate proscribed for such employee.

SPECIAL RATES.

6. 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 for the first three hours and double time thereafter 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.

HOLIDAYS.

7. (a) All employees, including piece-workers, 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.

SICK LEAVE.

8. (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 cases of illness subject to sub-clause (b) hereof.

(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 40 hours of working time during any one year of service, or a proportionately less time during any shorter period of service. Provided that this sub-clause shall apply only to any employee who has been in the service for three months or more.

(c) Notwithstanding anything contained in sub-clause (b) 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. For the purposes of this sub-clause service prior to the 1st May, 1948, shall be disregarded.

REST PERIOD.

9. An interval of ten minutes to be selected by the employer shall be allowed to all employees 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.

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.

TERMINATION OF EMPLOYMENT OR STANDING DOWN EMPLOYEE.

11. An employer shall have the right to dismiss any employee without notice for inefficiency, neglect of duty or misconduct and in such cases the wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates for adult males set out in clause 2 are based upon the following basic wage, 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 by the same amount and at the same time as such basic wage as prescribed by clause 13.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Victoria	£ s. d. 8 2 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

13. (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 provided 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, 1951, the amount of the Basic Wage shall be as prescribed in clause 12.

(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 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 .103 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.

(d) The wages rate for adult females is based on a basic wage being 70.6 per cent of the all others wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(e) The wages of Apprentices or Improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 20th November, 1950.