



VICTORIA GOVERNMENT GAZETTE

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TUESDAY, MAY 29.

[1917.]

Factories and Shops Acts.

DETERMINATION OF THE HARDWARE BOARD.

NOTE.—This Determination on the 18th day of June, 1917, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, the Cities of Ballarat, Bendigo, and Geelong, the Towns of Ballarat East and Warrnambool, and the Boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business of a seller of goods usually sold by ironmongers, including—

- (a) furnishing household, plumbers', or builders' ironmongery;
- (b) gas fittings, stoves, or tools;

(being a business usually or frequently carried on in a shop), has made the following Determination, namely:—

(1) That on the 18th June, 1917, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices or Improvers.	Juvenile Workers.	Other Employees.
WAGES.	WAGES.	WAGES.
Per week of 50 hours.	Per week of 50 hours.	Per week of 50 hours.
15 years of age 7s. 6d.		Departmental managers, having under their control—
16 " " " " " " 10s.		5 or more employees 90s.
17 " " " " " " 15s.		1, 2, 3, or 4 employees 80s.
18 " " " " " " 20s.		No employees 80s.
19 " " " " " " 25s.		Branch managers 80s.
20 " " " " " " 30s.		Outside salesmen 70s.
		Salesmen employed selling, keeping up stock, or assembling shop goods—
		21 years of age 45s.
		22 " " " " " " 50s.
		23 " " " " " " 55s.
		24 " " " " " " 60s.
		Between 25 and 55 years of age 65s.
		Between 55 and 60 years of age 60s.
		Over 60 years of age 45s.
		Storemen, packers, porters, yardmen, messengers, or persons employed in the parcels office—
		21 years of age 37s. 6d.
		22 " " " " " " 42s. 6d.
		23 " " " " " " 47s. 6d.
		24 " " " " " " and over 52s. 6d.
PROPORTION (in any shop or place). One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage of 37s. 6d. per week of 50 hours.		
One improver to one worker Two improvers to two workers Three improvers to three, four, or five workers Four improvers to six or seven workers Five improvers to eight workers Six improvers to nine or ten workers Seven improvers to eleven workers Eight improvers to twelve workers and thereafter two improvers to each additional three workers	15 years of age .. 7s. 6d. 16 " " " " " " 10s. 17 " " " " " " 12s. 6d. 18 " " " " " " 17s. 6d. 19 " " " " " " 22s. 6d. 20 " " " " " " 27s. 6d.	
Receiving not less than 6s. per week of 50 hours.		

(3) OVERTIME.—Any employee who in any week works for any time in excess of 50 hours shall be paid for such extra time at the rate of time and a half.

(4) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than 25 hours) shall be paid at the rate of time and a half.

(5) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, or 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.

DEFINITIONS.

(6) JUVENILE WORKERS.—Persons under 21 years of age (other than apprentices or improvers) employed in the parcels office, or as storemen, packers, porters, yardmen, or messengers.

"Departmental manager" shall mean a person having the control or superintendence of a department, under the proprietor or general manager, in any shop, store, or universal providing establishment, where in addition to hardware, other merchandise, such as drapery, groceries, furniture, or timber is sold.

"Branch manager" shall mean a person for the time being intrusted with the control or superintendence of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said branch shop.

"Outside salesman" shall mean an employee who regularly solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

L. F. S. ROBINSON,
Chairman.

Melbourne, 23rd May, 1917.