



VICTORIA GOVERNMENT GAZETTE

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FRIDAY, NOVEMBER 1.

[1918.

Factories and Shops Acts.

(COMMERCIAL CLERKS BOARD.)

NOTE.—This Determination on the 4th November, 1918, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the Cities of Ballarat, Bendigo, Geelong, and Warrnambool; the Town of Ballarat East; and the Boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

IN THE COURT OF INDUSTRIAL APPEALS.

In the matter of the Factories and Shops Acts

and

In the matter of an Application for Leave for the Commercial Clerks Board to Review or Alter the Determination of the Court of Industrial Appeals made on the 23rd day of February, 1917.

Thursday, the 31st day of October, 1918.

(Before His Honour Mr. Justice Hodges, Mr. F. O. W. Sambell, and Miss Rose Smith.)

THE above-mentioned Application coming on for hearing before this Court on the 22nd August, 1918, and this day. UPON HEARING THE APPLICATION, and upon reading an agreement made between the representatives of the employers and employees on the above-mentioned Board (other than F. O. Sambell and Rose Smith) and The Australian Clerical Association (Victorian Branch) wherein it is recited (*inter alia*) that the rates therein agreed to and hereby fixed shall not be taken or used as being any admission or as having any bearing on the amount of a living wage in Victoria: And this Court being satisfied in view of the said agreement that there exists (to the extent set forth in such agreement) a *prima facie* case for review of the Determination made by the Court herein on the 23rd day of February, 1917, as to the wages payable to males, female cashiers in Butchers shops and all other females: And upon hearing what was alleged by Mr. Blackburn, of Counsel in support of the application, and by Mr. Stanley Lewis, of Counsel for various employers: THIS COURT DOETH ORDER AND DETERMINE:—

1. That on the 4th day of November, 1918, the Determination of the Court of Industrial Appeals dated the 23rd day of February, 1917, shall be revoked and replaced by this Determination as to the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons employed by any banking company, insurance company, building society, friendly society, trustee company, barrister, or solicitor) employed in connexion with some trade or business as a clerk, collecting clerk, time-keeping clerk, despatch clerk, store clerk, weighing clerk, cashier, typewriter, stenographer, or bookkeeper.

2. Apprentices.		Improvers.		Juvenile Workers other than Apprentices and Improvers.	Other Employees.	
WAGES.		WAGES.		In cases where only one person coming within the scope of this Determination is employed, and such person is under 21 years of age, and in cases where a person is employed in connexion with copying work for a Directory, and such person is under 21 years of age, the lowest rate of wages per week of 48 hours to be paid to such person in either of such cases shall be the rate fixed for an improver, male or female (as the case may be), of the like experience.	Wages.	
Per Week of 48 Hours.		Typewriters or Stenographers.			Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination Applies.
Males.	Females.	Per Week of 48 Hours.			Per Week of 48 Hours.	Per Week of 48 Hours.
1st year's experience	12s. 12s.	1st year's experience	Males. 20s. Females. 20s.			
2nd " "	16s. 16s.	2nd " "	26s. 24s.			
3rd " "	24s. 20s.	3rd " "	32s. 26s.			
4th " "	32s. 24s.	4th " "	38s. 28s.			
5th " "	40s. 28s.	5th " "	44s. 30s.			
and until full age.		and until full age.				
		All other Improvers.				
		1st year's experience	14s. 14s.			
		2nd " "	20s. 18s.			
		3rd " "	26s. 22s.			
		4th " "	34s. 26s.			
		5th " "	44s. 30s.			
		and until full age.				
		PROPORTION.				
		One improver to one or two	Workers who, if males, are receiving not less than 58s. per week of 48 hours, or, if females, are receiving not less than 34s. 6d. per week of 48 hours.			
		Two improvers to three or four				
		Three improvers to five or six				
		And thereafter one improver to every three or fraction of three				
		One apprentice to every two or fraction of two workers receiving not less than the minimum wage.				
				Males		
				Female cashiers in butchers' shops	62 0	
				All other females	34 6	
					39 0	

3. Overtime.—Any employee who in any week works for any time in excess of 48 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 24 hours) shall be paid at the rate of time and a half.

5. Special Rates for Sundays and Public Holidays.—The special rate to be paid to a clerk or cashier employed in an hotel or restaurant shall be at the rate of *time and a half*, and the special rate to be paid to any other person shall be at the rate of *double time* for all work done on Sundays, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), 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 rates shall only be payable for work done on the day so substituted.

Provided that this clause shall not apply to—

Receiving clerks or punch or fare checking clerks, outfit clerks, roster clerks, or other clerks in lieu of or in substitution for any such clerks in connexion with the traffic operations of tramways or employed in tramway sheds or tramway offices,
or

Counter clerks, entering clerks, cashiers, label or despatch clerks employed in daily newspaper offices.

By the Court,

W. H. GRAY,
Registrar.

The above Determination of the Court of Industrial Appeals is hereby published pursuant to sub-section (1) of section 177 of the *Factories and Shops Act 1915* (No. 2650).

H. S. W. LAWSON,
Minister of Labour.

31st October, 1918.