



# VICTORIA GOVERNMENT GAZETTE

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FRIDAY, NOVEMBER 5.

[1920.

Factories and Shops Acts.

## DETERMINATION OF THE HARDWARE BOARD.

**NOTE.**—(a) This Determination on the 8th November, 1920, 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 Warnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

(b) By Order in Council, dated 1st June, 1920, the powers of this Board were extended so that it may fix the lowest prices or rates which may be paid to any person wheresoever employed in the business of a seller of hardware—wholesale or retail.

(c) By Order in Council, dated 28th September, 1920, the power to “determine prices or rates for Storemen, Packers, and Sorters” was taken away from this Board, and conferred exclusively on the Storemen, Packers, and Sorters Board.

**I**n 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 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 8th November, 1920, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices or Improvers.		Other Employees.		Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.		WAGES.		Per week of 48 hours.	Per week of 48 hours.
15 years of age .. .. .	12s. 6d.	Departmental managers, having under their control—		£ s. d.	£ s. d.
16 .. .. .	17s. 6d.	5 or more salesmen, 25 years of age or over		5 15 0	5 15 0
17 .. .. .	22s. 6d.	4 salesmen .. .. .	5 10 0	5 10 0	5 10 0
18 .. .. .	27s. 6d.	3 salesmen .. .. .	5 5 0	5 5 0	5 5 0
19 .. .. .	32s. 6d.	2 salesmen .. .. .	5 0 0	5 0 0	5 0 0
20 .. .. .	40s.	Branch managers .. .. .	4 15 0	4 15 0	4 15 0
PROPORTION (in any shop or place).		Outside salesmen .. .. .	4 15 0	4 15 0	4 15 0
One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage of 55s. per week of 48 hours.		Buyers, salesmen, and assemblers of orders—			
One improver to one worker .. .. .		21 years of age .. .. .	2 15 0	2 15 0	2 15 0
Two improvers to two workers .. .. .		22 .. .. .	3 5 0	3 5 0	3 3 0
Three improvers to three, four, or five workers .. .. .		23 .. .. .	3 15 0	3 13 0	3 13 0
Four improvers to six or seven workers .. .. .		24 .. .. .	4 2 6	4 0 6	4 0 6
Five improvers to eight workers .. .. .		25 .. .. . and over .. .. .	4 10 0	4 8 0	4 8 0
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 .. .. .					

(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.**—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) “Departmental manager” shall mean a person having the control of two or more salesmen, 25 years of age or over, notwithstanding he may be under the orders of a general manager.

“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.

F. H. BOLTON, J.P.,  
Chairman.  
GEO. E. PARR,  
Secretary.

Melbourne, 5th October, 1920.

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