



# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MAY 19.

[1921.

Factories and Shops Acts.

SHOPS BOARD No. 15 (GROCERS).

NOTE.—This Determination on the 13th May, 1921, applied to the following parts of Victoria, viz:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; 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 Appeal by the representatives of the employers on the Grocers Board against the Determination of the said Board, dated the 26th January, 1921.

Friday, the 13th day of May, 1921.

(Before His Honor Mr. Justice Mann, Mr. Abraham Willis and Mr. George Frederick Roberts).

The above-mentioned Appeal, coming on for hearing by this Court on the 3rd, 4th, and 5th May, 1921, and this day. UPON READING the Notice of Appeal, and UPON HEARING what was alleged by Mr. Stanley Lewis, of Counsel, and various employers in support of the Appeal, and by Mr. Mayrice Blackburn, of Counsel and various employees on behalf of the employees: THIS COURT DOETH ORDER AND DETERMINE:—

(1) That on the 13th day of May, 1921, the Determination of the Grocers Board dated the 26th January, 1921, 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\* wheresoever employed in the business of a grocer, including a seller of tea.

(2)

Apprentices or Improvers.	Other Employees.	Wages.			Par Week of— Hours.
		Within the Cities of Ballarat and Bendigo, the Town of Ballarat East, and the Boroughs of Eaglehawk and Sebastopol.	Within the Cities of Geelong and Warrnambool, and the Boroughs of Geelong West and Newtown and Chilwell.	All other parts of Victoria where this Determination applies.	
<b>WAGES.</b> Under 15 years of age .. 16s. 15 years of age .. 22s. 6d. 16 years of age .. 30s. 6d. 17 years of age .. 38s. 6d. 18 years of age .. 47s. 6d. 19 years of age .. 61s. 20 years of age .. 67s. 6d.	Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager ..	97s. 6d.	99s. 6d.	103s. 6d.	48
Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.	Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ..	97s. 6d.	99s. 6d.	103s. 6d.	48
<b>PROPORTION</b> (in any shop or place).	Canvasser, i.e., an employee soliciting or collecting orders ..	84s.	86s.	90s.	48
<b>Apprentices.</b> One apprentice to every three or fraction of three workers receiving not less than 74s. 6d. per week of 48 hours.	Driver of motor vehicle with a carrying capacity of not more than 25 cwt. ..	82s.	84s.	88s.	*51
An indenture of apprenticeship prescribed was approved on 9th August, 1918.	Driver of motor vehicle with a carrying capacity of over 25 cwt. ..	84s.	86s.	90s.	*51
<b>Improvers.</b> One improver to the first two workers and thereafter one improver to every three workers receiving not less than the rates fixed in this Determination for grocers' assistants 23 years of age or over.	Driver of two horses ..	84s.	86s.	90s.	*51
Worker includes an owner or partner acting as working manager.	Driver of one horse ..	82s.	84s.	88s.	*51
	Stableman ..	79s. 6d.	81s. 6d.	85s. 6d.	51
	All others—				
	21 years of age ..	74s. 6d.	74s. 6d.	74s. 6d.	48
	22 years of age ..	78s. 6d.	80s. 6d.	84s. 6d.	48
	23 years of age or over ..	84s.	86s.	90s.	48

\* Including time occupied in attending to horses or motor vehicles.

(3) **TIMES OF BEGINNING AND ENDING WORK.**

	Drivers.		All others except Stablemen.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
On the day of the usual half-holiday .. . . .	8.10 a.m.	1 p.m.	8.40 a.m.	1 p.m.
On the usual local late trading night or on the night previous to a public holiday .. . . .	8.10 a.m.	7 p.m.	8.40 a.m.	9 p.m.
On the other working days of the week .. . . .	8.10 a.m.	6.30 p.m.	8.40 a.m.	6 p.m.

(4) **OVERTIME.**

The following rates shall be paid for overtime :—

Stablemen—

For all work done in excess of 51 hours .. . . . Time and a half.

All others—

Outside the hours fixed in Clause 3 .. . . . } Time and a half.  
 Within the hours fixed in Clause 3 in excess of the number of hours as fixed for a week's work .. . . . }

(5) **CASUAL LABOUR.**

Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of time and a half, provided such payment shall not in any week exceed the ordinary weekly wage as fixed in this Determination.

(6) **SPECIAL RATES.**

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

By the Court,

W. H. GRAY,  
 Registrar.