



VICTORIA GOVERNMENT GAZETTE.

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No. 136]

MONDAY, JUNE 22.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE BISCUIT BOARD.

NOTE.—This Determination on the 3rd July, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder, and such portions of the City of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

In accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Special Board appointed to "determine the lowest prices or rates which may be paid to any person employed in making biscuits," has made the following Determination, namely:—

NOTE.—On the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits."

(1) That on the 3rd July, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

| Apprentices or Improvers. | | | | Other Employees. | | | |
|-----------------------------|-------|---|---|---------------------------------|-------|--------------------------|--|
| WAGES PER WEEK OF 48 HOURS. | | | | WAGES. | | | |
| | | Male Apprentices or Improvers. | Female Apprentices or Improvers. | | | Per week of 48 hours. | |
| | | s. d. | s. d. | | | s. d. | |
| Under 16 years of age | .. .. | 22 0 | 20 0 | Bakers | .. .. | 88 6 | |
| 16 years of age | .. .. | 27 0 | 20 0 | Brakesman | .. .. | 85 0 | |
| 17 " | .. .. | 36 6 | 23 0 | Machine Attendant | .. .. | 82 6 | |
| 18 " | .. .. | 42 6 | 27 0 | Men carrying and stacking flour | .. .. | 90 6 | |
| 19 " | .. .. | 49 6 | 29 0 | Mixers | .. .. | 88 6 | |
| 20 " | .. .. | 55 6 | 32 0 | Oven Firemen | .. .. | 88 6 | |
| | | | | All other males | .. .. | 79 6 | |
| | | | | All females | .. .. | 40 0 | |

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 79s. 6d. per week of 48 hours.

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 40s. per week of 48 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 79s. 6d. per week of 48 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 40s. per week of 48 hours.

(3) OVERTIME.—Any time worked in excess of 48 hours in any week shall be paid for at the rate of time and a half.

(4) ALLOWANCES.—Employees who are required to wear, when at work, overalls, the laundering of which is not paid for by the employer, shall be paid the following allowance in addition to their ordinary weekly wage :—

| | | | | | | |
|---------------------------------|----|----|----|----|----|-------------------------|
| Adult males | .. | -- | -- | -- | .. | 2s. per week extra. |
| Males aged 19 years or 20 years | .. | -- | -- | -- | .. | 1s. 6d. per week extra. |
| All others | .. | -- | -- | -- | .. | 1s. per week extra. |

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (28th January), Good Friday, Easter Monday, Eight Hours Day, King's Birthday, 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.

(6) PIECE-WORK.—The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

H. J. RICHARDSON, J.P., Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 18th June, 1931.



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No. 137]

MONDAY, JUNE 22.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

NOTE.—This Determination on the 3rd July, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District, as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder, and such portions of the city of Sandringham as are not included within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Wages Board, which since the 9th December, 1930, has had the power to determine the lowest prices or rates which may be paid to any person employed in any shop other than shops of the following classes, that is to say:—

- (a) a butcher's shop, a bookseller's and news agent's shop, a confectionery and pastry shop, a cooked meat dealer's shop, a fish and oyster shop, a flower shop, a fruit and vegetable shop, a hairdresser's shop, a tobacconist's shop;
- (b) a boot dealer's shop, a boot repairer's shop, a chemist's shop, a dairy produce dealer's shop, a draper's shop, a dyer's and clothes cleaner's shop, a fuel and fodder dealer's shop, a furniture dealer's shop, a grocer's shop, a haberdasher's shop, a hardware shop, a hatter's shop, a men's clothing shop, a mercer's shop, a milliner's shop, an underclothing shop;
- (c) a bread shop;
- (d) shops for the sale of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories (from the date upon which the determination of the Shops Board No. 22 (Motor Requisites) comes into operation;

has made the following Determination, namely:—

(1) That on the 3rd July, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

Employed in the business of a curio dealer, a feather dealer, a furrer, a jeweller, a pawnbroker, a seller of optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, wireless (radio) sets, parts and accessories, push cycles, motor cycles and motor cars, and accessories for push cycles.

Employed in the business of a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods (which are not motor cycle or motor car accessories), seeds, seedlings, tents, flags, umbrellas or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies.

| WAGES. | | | | | | | WAGES. | | | | | | |
|-----------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Commencing Age. | | | | | | | Commencing Age. | | | | | | |
| | 15 years or under. | 16 years. | 17 years. | 18 years. | 19 years. | 20 years. | | 15 years or under. | 16 years. | 17 years. | 18 years. | 19 years. | 20 years. |
| | Per week of 48 hours. | Per week of 48 hours. | Per week of 48 hours. | Per week of 48 hours. | Per week of 48 hours. | Per week of 48 hours. | | Per week of 48 hours. | Per week of 48 hours. | Per week of 48 hours. | Per week of 48 hours. | Per week of 48 hours. | Per week of 48 hours. |
| Males— | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | Males— | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| 1st year .. | 12 0 | 12 0 | 16 6 | 16 6 | 26 0 | 26 0 | 1st year .. | 12 0 | 12 0 | 16 6 | 16 6 | 21 6 | 21 6 |
| 2nd " .. | 16 6 | 26 0 | 28 6 | 31 0 | 35 6 | .. | 2nd " .. | 16 6 | 21 6 | 23 6 | 26 0 | 31 0 | .. |
| 3rd " .. | 26 0 | 31 0 | 35 6 | 45 0 | .. | .. | 3rd " .. | 21 6 | 26 0 | 31 0 | 40 6 | .. | .. |
| 4th " .. | 31 0 | 35 6 | 45 0 | .. | .. | .. | 4th " .. | 26 0 | 31 0 | 40 6 | .. | .. | .. |
| 5th " .. | 35 6 | 45 0 | .. | .. | .. | .. | 5th " .. | 31 0 | 40 6 | .. | .. | .. | .. |
| 6th " .. | 45 0 | .. | .. | .. | .. | .. | 6th " .. | 40 6 | .. | .. | .. | .. | .. |
| Females— | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | Females— | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| 1st year .. | 12 0 | 12 0 | 16 6 | 16 6 | 20 0 | 20 0 | 1st year .. | 12 0 | 12 0 | 14 6 | 14 6 | 17 6 | 17 6 |
| 2nd " .. | 16 6 | 20 0 | 22 0 | 23 6 | 28 6 | .. | 2nd " .. | 14 6 | 17 6 | 19 6 | 21 6 | 26 0 | .. |
| 3rd " .. | 20 0 | 23 6 | 28 6 | 33 0 | .. | .. | 3rd " .. | 17 6 | 21 6 | 26 0 | 31 0 | .. | .. |
| 4th " .. | 23 6 | 28 6 | 33 0 | .. | .. | .. | 4th " .. | 21 6 | 26 0 | 31 0 | .. | .. | .. |
| 5th " .. | 28 6 | 33 0 | .. | .. | .. | .. | 5th " .. | 26 0 | 31 0 | .. | .. | .. | .. |
| 6th " .. | 33 0 | .. | .. | .. | .. | .. | 6th " .. | 31 0 | .. | .. | .. | .. | .. |

PROPORTION (in any Shop).

Apprentices.

One apprentice to every three or fraction of three persons receiving not less than the minimum wage.

Improvers.

Two improvers to every worker receiving not less than the minimum wage.

OTHER EMPLOYEES.

| | WAGES | |
|---|-----------------------|---------------|
| | Per Week of 48 Hours. | |
| | Males. | Females. |
| <i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, wireless (radio) sets, parts and accessories, push cycles, motor cycles and motor cars, and accessories for push cycles:—</i> | | |
| Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop) | s. d. 98 6 | s. d. 98 6 |
| Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his whole time to the management of such department)— | | |
| Male | 89 6 | .. |
| Female— | | |
| Where one or more adult males are under her control | .. | 89 6 |
| In other cases | .. | 46 6 |
| Persons over 21 years of age (not being apprentices or improvers) without previous experience at the trade— | | |
| 1st six months' experience | 48 0 | 26 6 |
| 2nd six months' experience | 57 0 | 30 0 |
| Other employees— | | |
| 21 years of age | 57 0 | 34 6 |
| 22 years of age | 70 0 | 38 6 |
| 23 years of age or over | 85 6 | 42 6 |
| <i>Employed in the business of a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grinders, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, seeds, seedlings, tents, flags, umbrellas or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—</i> | | |
| Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop) | 94 0 | 94 0 |
| Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his whole time to the management of such department)— | | |
| Male | 85 6 | .. |
| Female— | | |
| Where one or more adult males are under her control | .. | 85 6 |
| In other cases | .. | 44 6 |
| Persons over 21 years of age (not being apprentices or improvers) without previous experience at the trade— | | |
| 1st six months' experience | 44 0 | 24 0 |
| 2nd six months' experience | 52 6 | 28 6 |
| Other employees— | | |
| 21 years of age | 52 6 | 32 6 |
| 22 years of age | 65 6 | 36 6 |
| 23 years of age or over | 81 0 | 40 6 |

(3) OVERTIME.—Any employee who—

- on any day (other than the day of the usual local late trading night or on the day previous to a public holiday) works for any time in excess of 8½ hours;
- on the day of the usual local late trading night or on the day previous to a public holiday works for any time in excess of 10 hours;
- on the day of the usual half-holiday works for any time in excess of 5 hours—

shall be paid for such extra time at the rate of time and a half.

(4) DAY'S WORK TO BE CONTINUOUS.—No employee, except in a case where he has been guilty of a misdemeanour, having commenced work, shall be required to take any time off (exclusive of intervals for meals) until he has completed the full number of hours prescribed for that day's work.

(5) TIME RATE.—Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed in this determination for an ordinary week's work be paid at the ordinary wages rate, with an addition of fifty per centum.

(6) SPECIAL RATES.—Double time 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, or after 12.30 p.m. on Show Day (in localities mentioned in the Twelfth Schedule to the *Public Service Act 1923*); 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.

(7) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

(8) PAYMENT OF WAGES.—All wages, including overtime, shall be paid not later than 4 p.m. on Friday.

(9) MEAL HOURS.—No employee shall be employed for more than five hours without an interval of at least fifty minutes for a meal.

D. GRANT, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 15th June, 1931.