



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 294]

MONDAY, DECEMBER 28.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE ICE BOARD.

NOTE.—This Determination on the 2nd January, 1932, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Wages Board which since the 7th September, 1926, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of ice for trade or sale," has made the following Determination, namely:—

(1) That on the 2nd January, 1932, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices or Improvers.					Other Employees.			
					Wages.			
					Per Hour.		Per Week of 44 Hours.	
					s. d.		s. d.	
16 years of age .. .. .	..	..	..	..	..	33	9	
17 " " .. .. .	..	..	..	..	..	37	6	
18 " " .. .. .	..	..	..	..	..	45	0	
19 " " .. .. .	..	..	..	..	..	51	0	
And thereafter the minimum rate.								
Proportion (in any factory or place).								
One apprentice to every three or fraction of three workers employed and receiving not less than 90s. 9d. per week of 44 hours.								
One improver to every ten persons or fraction of ten persons employed and receiving not less than 90s. 9d. per week of 44 hours.								
					Ice Pullers .. .. .	..	..	..
					Ice Stackers .. .. .	..	..	..
					Ice Packers .. .. .	..	..	..
					} 2 0½		90 9	

(3) Hours of Work:—

(a) Where shifts are worked the times of beginning and ending shall be as follows:—

Day Shift—

Monday to Friday inclusive 7 a.m. .. 3 p.m. } or
Saturday 7 a.m. .. 11 a.m. }

Afternoon Shift—

Monday to Friday inclusive 3 p.m. .. 11 p.m. } or
Saturday 3 p.m. .. 7 p.m. }

Night Shift—

Sunday to Monday 11 p.m. .. 7 a.m. }
Monday to Tuesday 11 p.m. .. 7 a.m. }
Tuesday to Wednesday 11 p.m. .. 7 a.m. } or
Wednesday to Thursday 11 p.m. .. 7 a.m. }
Thursday to Friday 11 p.m. .. 7 a.m. }
Friday to Saturday 11 p.m. .. 3 a.m. }

(b) Where shifts are not worked the number of hours to be worked on any one day shall be as follows:—

Monday, Tuesday, Wednesday, Thursday, 8 hours } or
Friday 4 hours }
Saturday 4 hours }

The higher rate to be paid for each hour or fraction of an hour worked by any employee—

(a) before or after his shift } shall be time and a half.
or (b) in excess of the number of hours fixed for a day's work, }

Alternatively during the period, 16th October to 14th April.

	Time of Beginning.	Time of Ending.		Time of Beginning.	Time of Ending.
Monday, Tuesday, Thursday, Friday, Saturday	7 a.m.	3 p.m.	Monday, Tuesday, Thursday, Friday, Saturday	7 a.m.	3 p.m.
Wednesday	7 a.m.	11 a.m.	Wednesday	7 a.m.	11 a.m.
Monday, Tuesday, Thursday, Friday, Saturday	3 p.m.	11 p.m.	Monday, Tuesday, Thursday, Friday, Saturday	3 p.m.	11 p.m.
Wednesday	3 p.m.	7 p.m.	Wednesday	3 p.m.	7 p.m.
Sunday to Monday	11 p.m.	7 a.m.	Sunday to Monday	11 p.m.	7 a.m.
Monday to Tuesday	11 p.m.	7 a.m.	Monday to Tuesday	11 p.m.	7 a.m.
Tuesday to Wednesday	11 p.m.	3 a.m.	Tuesday to Wednesday	11 p.m.	3 a.m.
Wednesday to Thursday	11 p.m.	7 a.m.	Wednesday to Thursday	11 p.m.	7 a.m.
Thursday to Friday	11 p.m.	7 a.m.	Thursday to Friday	11 p.m.	7 a.m.
Friday to Saturday	11 p.m.	7 a.m.	Friday to Saturday	11 p.m.	7 a.m.

Monday, Tuesday, Thursday, Friday, 8 hours }
Saturday 4 hours }
Wednesday 4 hours }

(4) **SPECIAL RATES.**—Time and three-quarters shall be the rate for all work done on Sunday, and time and a half for all work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Anzac Day, 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 only be payable for work done on the day so substituted.

(5) **TIME RATE.**—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

(6) **PAYMENT OF WAGES.**—Payment of wages shall be made weekly during working hours.

(7) **SMOKO INTERVAL.**—Any person who is employed continuously in an artificially cooled ice storage chamber for two hours or more shall be allowed fifteen minutes interval for smoko between meals without deduction of pay.

(8) **TERMINATION OF EMPLOYMENT.**—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

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

GEO. E. PARR, Secretary.

Melbourne, 16th December, 1931.



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Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

NOTE.—This Determination on the 1st January, 1932, 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, such portions of the City of Sandringham as are not 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 appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of hardware—wholesale or retail"—but not including:—

(a) persons employed in assembling ordered goods kept in a bulk store or iron yard;

(b) persons employed as storemen, packers, or sorters,

has made the following Determination, namely:—

(1) That on the 1st January, 1932, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees. (The Masculine to include the Feminine.)		Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.				WAGES.		Per week of 48 hours.	Per week of 48 hours.
16 years of age .. .. .	..	..	Per week of 48 hours.	Departmental managers, having under their control—		£ s. d.	£ s. d.
17 " .. .. .	..	..	13s. 0d.	5 or more salesmen, 23 years of age or over		5 2 0	5 2 0
18 " .. .. .	..	..	17s. 6d.	4 salesmen .. .. .	..	4 17 0	4 17 0
19 " .. .. .	..	..	21s. 9d.	3 salesmen .. .. .	..	4 11 0	4 11 0
20 " .. .. .	..	..	26s. 3d.	2 salesmen .. .. .	..	4 6 6	4 6 6
	..	..	33s. 0d.	Branch managers .. .. .	..	4 6 6	4 6 6
Provided that if any apprentice or improver 19 years of age or over is employed as an outside salesman, he shall be paid an addition of ten per centum.				Outside salesmen—			
Proportion (in any shop or place).				21 years of age .. .. .	..	2 14 9	2 14 9
One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage of 47s. 6d. per week of 48 hours.				22 " .. .. .	..	3 5 9	3 2 3
One improver to one worker				23 " .. .. .	..	4 3 9	4 3 9
Two improvers to two workers				Buyers, Salesmen, or Assemblers of Ordered Goods:—			
Three improvers to three, four, or five workers				21 years of age .. .. .	..	2 7 6	2 7 6
Four improvers to six or seven workers				22 " .. .. .	..	2 18 6	2 17 0
Five improvers to eight workers				23 " .. .. .	..	4 0 0	3 16 0
Six improvers to nine or ten workers				and over			
Seven improvers to eleven workers							
Eight improvers to twelve workers and there- after two improvers to each additional three workers							
An indenture of apprenticeship prescribed was approved on 9th August, 1923.							

(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) 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.

(5) "Departmental manager" shall mean a person having the control of two or more salesmen, 23 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.

M. M. PHILLIPS, Chairman.

GEO. E. PARR, Secretary

Melbourne, 10th December, 1931.