



VICTORIA GOVERNMENT GAZETTE.

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[1936

Factories and Shops Acts.

DETERMINATION OF THE GARDEN EMPLOYEES BOARD.

NOTE.—This Determination on the 21st April, 1936, applied to 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; and the cities of Ballarat, Bendigo, Geelong, Mordialloc, and Warrnambool.

IN 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 employed as gardeners or gardeners' labourers—

- (a) by a master gardener other than a market gardener;
- (b) in connexion with the laying out, cultivation, or keeping in order of a garden belonging to a private house;
- (c) in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse;
- (d) in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green in connexion with any golf links or putting green"—

has made the following Determination, namely:—

(1) That on the 21st April, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Apprentices or Improvers.	Other Employees.				
Wages per week of 48 hours. <i>s. d.</i>	Wages per Hour. <i>s. d.</i>	Wages per Week.* <i>s. d.</i>	Hours per Week.		
15 years of age or under 16 0	(a) Master gardeners' employees—				
16 years of age 18 0	Foremen gardeners in charge of two or more employees	2 0½	88 11	} 44	
17 years of age 21 0	Gardeners†—	1 1½	50 5		
18 years of age 29 0	21 years of age	1 3½	55 11		
19 years of age 35 0	22 years of age	1 9½	77 11		
20 years of age 41 6	23 years of age and over	1 0½	45 10		
	Gardeners' labourers—	1 1½	50 5		
	21 years of age	1 7½	70 7		
	22 years of age				
	23 years of age and over				
	(b) Persons employed in connexion with the laying out, cultivation, or keeping in order of a garden belonging to a private house—				
	(1) Employed on Jobbing Work—				
	Gardeners†—			} 44	
	21 years of age	1 1½	50 5		
	22 years of age	1 3½	55 11		
	23 years of age and over	1 9½	77 11		
	Gardeners' labourers—	1 0½	45 10		
	21 years of age	1 1½	50 5		
	22 years of age	1 7½	70 7		
	23 years of age and over				
	(2) All others—				
	Foremen gardeners in charge of two or more employees	1 8½	81 0		} 48
	Gardeners†—				
	21 years of age	1 0½	50 0		
	22 years of age	1 1½	55 0		
	23 years of age and over	1 6½	74 0		
	Gardeners' labourers—				
	21 years of age	0 11½	45 0		
	22 years of age	1 0½	50 0		
	23 years of age and over	1 4½	67 0		

Apprentices or Improvers.	Other Employees.		
	Wages per Hour.	Wages per Week.*	Hours per Week.
	s. d.	s. d.	
(c) Persons employed in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employeess	1 8½	81 0	} 48
Gardeners†—			
21 years of age	1 0½	50 0	
22 years of age	1 1½	55 0	
23 years of age and over	1 6½	74 0	
Gardeners' labourers—			
21 years of age	0 11½	45 0	} 48
22 years of age	1 0½	50 0	
23 years of age and over	1 5	68 0	
(d) Persons employed in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green in connexion with a golf links or putting green—			
21 years of age	1 0½	50 0	} 48
22 years of age	1 1½	55 0	
23 years of age and over	1 6½	74 0	
Provided that any employee whose special duty it is to continuously attend, maintain, adjust and/or operate motor mowers shall, if over 23 years of age, receive an additional amount of 5s. per week.			

* The minimum wage where the employer boards and lodges the employee shall be 20s. per week less. † See clause 8.—Definitions.

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons other than those engaged solely at watering—
Golf links or racecourses—

Time of beginning, not earlier than—	Time of ending Work, not later than—
7.30 a.m.	12 noon on Saturday (or the day on which the half-holiday is locally observed).
7.30 a.m.	6 p.m. on the other working days of the week.

Any other place—
7.30 a.m. 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, or Saturday.

(4) OVERTIME.—The following rates shall be paid for overtime—

Persons engaged solely at watering—	
(a) On golf courses	For all work in excess of 8½ hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, and 4½ hours on Saturday
(b) Any other place	For all work done in excess of the maximum number of hours fixed as a week's work
	} Time and a half.
All others—	
	For all work done outside the times of beginning and ending work
	For all work done in any week within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work
	} Time and a half.

(5) SPECIAL RATES.—For all work done on Sundays and the undermentioned holidays the rates shall be:—

Sundays	{	Persons employed on golf courses (other than those employed at watering or wiping greens)	Double time.
New Year's Day, Good Friday Easter Monday, Labour Day, Christmas Day, and Boxing Day		All persons	Time and a half.
			Time and a half.

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) PAYMENT OF WAGES.—Payment of wages shall be made weekly.

(7) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by employer or employee. This provision shall only apply in respect to persons employed on golf courses.

(8) DEFINITIONS.—For the purpose of this Determination a gardener shall be defined as a person engaged in the pruning of roses or fruit trees; or in the trimming of a hedge with hedge clippers or shears; or in designing or supervising the laying out of a garden, or in budding, propagating, grafting, planting, or potting.

Jobbing Work shall mean work which is performed by a person who goes from job to job in the ordinary course of his employment during the week.

HARRIE B. LEE, Chairman
GEO. E. PARR, Secretary.

Dated at Melbourne this 6th day of April, 1936.