



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 240]

TUESDAY, SEPTEMBER 28.

[1937

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 15 (GROCCERS).

NOTE.—This Determination on the 1st October, 1937, applied to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts 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 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 whosoever employed in the business of a grocer, including a seller of tea," has made the following Determination, namely:—

(1) That on the 1st October, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Other Employees.	Wages.			
		Within the Cities of Ballarat and Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	Within the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.	Per Week of—
WAGES.		s. d.	s. d.	s. d.	Hours.
Under 15 years of age .. 15 0	Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager ..	97 9	99 9	108 9	48
15 years of age .. 20 9	Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ..	92 9	94 9	98 9	48
16 years of age .. 28 6	Canvasser, i.e., an employee soliciting or collecting orders ..	80 6	82 6	86 6	48
17 years of age .. 36 3	Driver of motor vehicle with a carrying capacity of not more than 25 cwt. ..	76 3	78 3	82 3	48*
18 years of age .. 44 9	Driver of motor vehicle with a carrying capacity of over 25 cwt. ..	78 6	80 6	84 6	48*
19 years of age .. 57 6	Driver of three or more horses ..	80 6	82 6	86 6	48*
20 years of age .. 63 6	Driver of two horses ..	78 6	80 6	84 6	48*
Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.	Driver of one horse ..	76 3	78 3	82 3	48*
The Board has prescribed a form of indenture which must be used.	Stableman ..	74 3	76 3	80 3	51
PROPORTION (in any shop or place).	All others—				
Apprentices.	21 years of age ..	75 0	75 0	75 0	48
One apprentice to every three or fraction of three workers receiving not less than 75s. per week of 48 hours.	22 years of age ..	75 9	77 9	81 9	48
Improvers.	23 years of age or over ..	80 6	82 6	86 6	48
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.					
"Worker" includes an owner or partner acting as working manager.					

* 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 rate shall be paid for overtime :—

Stablemen—

For all work done in excess of 51 hours in any one week

All others—

Outside the hours fixed in Clause 3

Within the hours fixed in Clause 3 in excess of the number of hours fixed for an ordinary week's work

} Time and a half.

(5) **ORDINARY WEEK'S WORK.**

The number of hours which shall constitute an ordinary week's work shall be as follow :—

Stablemen 51 hours.

All others 48 hours.

(6) **TIME WAGES.**

Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 24 hours, as follows :—

(a) in any week in which two or more public holidays occur At the ordinary wages rate with an addition of fifty per centum.

(b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum.

For time worked beyond the 24 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work; together with any overtime rate which is applicable.

(7) **ALLOWANCE.**

Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 2s. 6d. per week in addition to the ordinary rate.

(8) **TERMINATION OF EMPLOYMENT.**

Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited; as the case may be, in lieu thereof.

(9) **MEAL INTERVAL.**

A meal interval of at least one hour shall be allowed between the hours of 12 noon and 2 p.m. daily.

(10) **SPECIAL RATES.**

Time and a half shall be the special rate payable for all work done on Sunday, New Year's Day, 28th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), King's Birthday, Show Day (in localities mentioned in the Royal Agricultural Show Act), Christmas Day or Boxing Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

(11) **MEAL MONEY.**

For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 1s. 6d. meal money in addition to the prescribed overtime rate.

(12) **ANNUAL HOLIDAYS.**

Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in Clause 10) in each year on full pay. Such holiday shall be given within three months of the completion of twelve months' service.

A. S. HAUSER, P.M., Chairman.

REX L. CECIL, Secretary.

Melbourne, 14th September, 1937.