



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 371]

THURSDAY, DECEMBER 15.

[1938

Factories and Shops Acts.

## DETERMINATION OF THE WHOLESALE GROCERS BOARD.

NOTE.—(a) On the 23rd December, 1912, the powers of the Wholesale Grocers Board was extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

This Determination on the 1st January, 1939, applied to the whole of the State of Victoria.

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 in the business of a wholesale grocer, including a seller of tea," has made the following Determination, namely:—

(1) That on the 1st January, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.	Wages per week. £ s. d.	ALL OTHER EMPLOYEES.		
		Wages per week.		
		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	Within the cities of Geelong and Geelong West, and the town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
Under 16 years of age .. .. .	0 17 6			
16 years of age .. .. .	1 2 6			
17 " " .. .. .	1 11 3			
18 " " .. .. .	2 2 0			
19 " " .. .. .	2 13 9			
20 " " .. .. .	3 4 6			
<b>PROPORTION (IN ANY PLACE).</b>				
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 77s. per week.				
An indenture of apprenticeship prescribed by the Board was approved on 24.5.1923.				
<i>Improvers.</i>				
One improver to every three or fraction of three workers receiving not less than 77s. per week.				
Head cellerman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits .. .. .		4 12 0	4 13 6	4 15 6
Packers in charge of—				
10 or more persons .. .. .		4 12 0	4 13 6	4 15 6
6, 7, 8, or 9 persons .. .. .		4 3 6	4 5 0	4 7 6
1, 2, 3, 4, or 5 persons .. .. .		4 2 0	4 4 0	4 6 0
Storeman in charge of—				
10 or more storemen .. .. .		4 18 6	4 19 6	5 2 0
6, 7, 8, or 9 storemen .. .. .		4 12 0	4 13 6	4 15 6
1, 2, 3, 4, or 5 storemen .. .. .		4 3 6	4 6 0	4 7 6
Storeman employed singly .. .. .		4 3 6	4 6 0	4 7 6
All others .. .. .		3 17 0	3 19 6	4 2 0

(3) ORDINARY WEEK'S WORK.—The number of hours which shall constitute a week's work shall be as follows:—

In the business of a wine and spirit merchant .. .. .	44 hours per week.
In any other place .. .. .	48 hours per week.

(4) TIMES OF BEGINNING AND ENDING WORK—

Times of Beginning.	Times of Ending.	
Not earlier than—	Not later than—	
7.45 a.m. .. .. .	12 noon .. .. .	On Saturday, or the day on which the weekly half-holiday is observed.
7.45 a.m. .. .. .	5.30 p.m. .. .. .	On the other working days of the week.

(5) OVERTIME.—The following rates shall be paid for all work done:—

Outside the times of beginning and ending work in any day .. .. .	First two hours—Time and a half, thereafter—Double time.
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week .. .. .	Time and a half.

(6) **TEA MONEY.**—Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed 1s. tea money in addition to overtime rates as prescribed for in this Determination. Provided that this clause shall not apply where the employee was notified 24 hours previously of the intention to work overtime.

(7) **RATIONING.**—Where because of the exigencies of the trade it is intended to ration employees, at least seven days' notice shall be given by the employer to the employees affected.

(8) **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 one half of the maximum number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of fifty per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(9) **SPECIAL RATES.**—Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour 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, then the special rate shall be payable only for the day so substituted.

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

(11) **PICNIC DAY.**—Double time shall be paid for all work done in the Metropolitan District on the day on which the employees hold their Annual Picnic.

(12) **SICK PAY.**—Any employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than twelve months' service with the same employer, and he or she produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than four days in each year commencing from the 5th August, 1938.

(13) **ANNUAL LEAVE.**—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 (8), in each year on full pay and such holiday shall be given within three months of the completion of twelve months' service, provided that, for the purposes of this clause, any service prior to the 1st January, 1938, shall not be taken into account.

H. J. RICHARDSON, Chairman.

D. B. MORGAN, Acting Secretary.

Melbourne, 9th November, 1938.