VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

NOTE.—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.

2. This Determination on the 28th February, 1938, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the City of Sandringham as are not included within the said Metropolitan 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 persons employed in the business of a seller of—

(a) any article of men's or boys' clothing (whether made to order or otherwise), mercery, or wearing apparel, including underclothing, hats, and caps:

(b) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing,"

has made the following Determination, namely:—

(1) That on the 28th February, 1938, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

Wages per Week of 46 Hours.

Experience.	Commencing Age. 15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Males—						
1st year—						
1st 6 months	17 0	17 0	20 0	21 0	21 0	26 0
2nd 6 months	17 0	17 0	20 0	21 0	21 0	37 0
2nd year—						
1st 6 months	21 0	21 0	26 0	34 0	34 0	45 0
2nd 6 months	21 0	21 0	26 0	34 0	40 0	49 6
3rd year—						
1st 6 months	24 6	28 6	34 6	48 0	48 0	57 6
2nd 6 months	24 6	28 6	34 6	48 0	57 6	64 6
4th year ..	32 0	37 6	48 0			
5th year ..	39 6	48 0				
6th year ..	48 0					
Females—						
1st year—						
1st 6 months	12 0	15 6	20 0	21 0	22 0	23 6
2nd 6 months	12 0	15 6	20 0	21 0	22 0	23 6
2nd year—						
1st 6 months	17 0	20 6	23 6	24 6	25 0	26 0
2nd 6 months	17 0	20 6	23 6	24 6	25 0	31 6
3rd year—						
1st 6 months	21 6	23 6	26 0	26 0	26 0	34 0
2nd 6 months	21 6	23 6	26 0	26 0	26 0	36 0
4th year ..	23 6	26 0	31 6			
5th year ..	26 0	31 6				
6th year ..	31 6					

Other Employees.

Wages per Week of 46 Hours.

—	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	s. d.	s. d.
Males.		
Manager (other than departmental manager), *i.e.*, a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop	110 0	110 0
Departmental manager, *i.e.*, a person in control of 3 or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	102 6	102 6

Apprentices or Improvers	Other Employees. Wages per Week of 46 Hours. —	Within the Metropolitan District. s. d.	Outside the Metropolitan District wherever this Determination applies. s. d.
PROPORTION (in any Shop or Place).	*Males.*		
APPRENTICES.	Pattern-men, assemblers, or salesmen—		
Males.	21 years of age	72 0	63 6
One male apprentice to every three or fraction of three male workers receiving not less than 63s. 6d. per week of 46 hours.	22 years of age	81 6	73 6
	23 years of age or over	96 6	92 6
	Travellers, who are in any way connected with the sale of goods	100 0	100 0
	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods	100 0	100 0
Females.	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	90 0	90 0
One female apprentice to every three or fraction of three female workers receiving not less than 36s. 0d. per week of 46 hours.	Packers or storemen	85 6	85 6
	Porters	85 6	85 6
	All others	96 6	92 6
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	*Females.*		
IMPROVERS.	Manageress (other than departmental manageress), *i.e.*, a person entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, or men's clothing, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	110 0	110 0
Males.	Departmental manageress—		
One male improver to every male person receiving not less than 63s. 6d. per week of 46 hours.	(*a*) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing departments, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	102 6	102 6
Females.	(*b*) In control of three or more saleswomen 23 years of age or over in any other department, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	58 6	56 6
Two female improvers to one female person; Four female improvers to two female persons and thereafter— One female improver to each additional female person } receiving not less than 36s. 0d. per week of 46 hours.	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments—		
	21 years of age	72 0	64 0
	22 years of age	81 6	73 6
	23 years of age or over	96 6	92 6
	Other saleswomen or pattern women, or assemblers—		
	21 years of age	39 6	36 0
	22 years of age	44 6	40 6
	23 years of age or over	49 6	46 0
	Packers	85 6	85 6
	Porters	85 6	85 6
Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.			

(3) TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the usual half holiday	9 a.m.	12.45 p.m.
On the usual late trading night, or the night previous to a Public Holiday	9 a.m.	9 p.m.
On all the other working days of the week	9 a.m.	6 p.m.

(4) OVERTIME.

Within the times fixed for beginning and ending work in excess of 46 hours; Outside the times of beginning and ending work } Time and a half

(5) TEA MONEY.

Any employee required to work overtime shall be paid not less than 1s. 6d. tea money in addition to the overtime rates as prescribed for in this Determination.

(6) 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 23 hours be paid—

(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.

and for each hour worked beyond the 23 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that no person shall be employed for less than four consecutive hours on any one working day between the hours of 9 a.m. and 6 p.m. on Monday to Thursday and between the hours of 9 a.m. and 9 p.m. on Friday or for less than 3¾ hours on Saturday.

(7) Meal Intervals.

All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals, viz.:—

From Monday to Friday, one hour for lunch between noon and 3 p.m., and in addition, on Friday, three-quarters of an hour for tea between the hours of 5 p.m. and 7.15 p.m.

(8) Rest Period.

Where any spell of duty is for more than four hours an interval of ten minutes, to be arranged by the employer, shall be allowed after 2½ hours work. Such interval shall be counted as part of the time of duty without deduction of pay.

(9) 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, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(10) Notice of Intention to Ration.

Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

(11) 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 13) in each year on full pay, and such holiday shall be given within three months of the completion of twelve months' service.

(12) Sick Pay.

Any employee not attending for duty who has had not less than 12 months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 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 six days in each year commencing from the 25th October.

(13) Special Rates for Sundays and Holidays.

The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—

Sunday	Double time.
New Years Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day, Boxing Day, or after 12.30 p.m. on Show Day in localities mentioned in the Twelfth Schedule to the *Public Service Act* 1928 within the area to which this Determination applies	Time and a half.
Easter Saturday—	
(a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne	Five times the ordinary rate.
(b) In all other places where this Determination applies	Double time.

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.

J. W. CLARKE, Chairman.

L. M. BRADY, Secretary.

Melbourne, 9th February, 1938.

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