

## VICTORIA GOVERNMENT GAZETTE.

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No. 1191

MONDAY, MAY 29.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

Note.—(a) This Determination on the 1st June, 1939, 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, and such portions of the city of Sandringham as are not included within the said district: the cities of Ballarat, Bendigo, Geolong, Geolong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(b) On 13th May, 1932, this Board was given power to determine the lowest prices or rates which may be paid to any persons

N accordance with the provisions of the Factories and Shops Acts, the Wages Board, which now has the power to determine the lowest prices or rates which may be paid to any person employed in any shop other than shops of the following classes, that is to say:—

- (a) a butcher's shop, a bookseller's and news agent's shop, a confectionery and pastry shop, a cooked meat dealer's shop, a fish and oyster shop, a fruit and vegetable shop, a hairdresser's shop, a tobacconist's shop;
- (b) a boot dealer's shop, a boot repairer's shop, a chemist's shop, a dairy produce dealer's shop, a draper's shop, a dyer's and clothes cleaner's shop, a fuel and fodder dealer's shop, a furniture dealer's shop, a grocer's shop, a haberdasher's shop, a hardware shop, a hatter's shop, a men's clothing shop, a mercer's shop, a milliner's shop, an underclothing
- (c) a bread shop;
- (d) shops for the sale of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories;
- (e) shops for the sale of electrical goods, wireless (radio) sets, parts, or accessories—
  has made the following Determination, namely:—
  (1) That on the 1st June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

Wages per week of 47 Hours in paint, colour, or wall-paper shops and 46 in any other place.

İ			Commen	cing Age.	· 			•	Commencing Age.								
Experience.	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	Experience.	15 years or under.	16 years.	17 усага.	18 years.	19 years.	20 years				
Males— lst year	s. d. 17 6 22 0 25 6 33 6 41 0 50 0	s. d. 17 6 22 0 29 6 39 0 50 0	s. d. 21 0 27 0 36 0 50 0	s. d.  22 0 35 6 50 0	s. d. 22 0 41 6 59 6	s. d. 38 0 51 6 66 6	Females—  1st year  2nd ,	s. d. 15 0 17 6 22 6 24 6 27 0 33 0	s. d. 16 0 21 6 24 6 27 6 33 0	s. d. 21 0 24 6 27 0 33 0	s. d. 22 0 25 6 27 0	s. d. 23 0 26 0 27 0	s. d.  24 6 33 0 37 6				

Proportion (in any Shop).

Apprentices.

One apprentice to every three or fraction of three persons receiving not less than the minimum wage.

Improvers (Males).

One improver to every worker receiving not less than the minimum wage.

Two improvers to every worker receiving not less than the minimum wage. No. 119.--6175/39.

## OTHER EMPLOYEES.

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Branch manager (i.e., a personant standing he or she may	on entru	sted with								8.	d.	8.	d,
time to the management	of the se	aid bran	ch shop)	••				••		115	0	115	0
Departmental manager or me or over, notwithstanding whole time to the manag	g he or s	he may	be under	the orde	of three	or more p superior w	persons : ho does	l years on the second s	of age te his				
Male	,	••		,	••	••		••		107	0		
Female— Where one or m	ore adul	t males	are under	her conti	ol							107	0
In other cases Persons over 21 years of ago	e (not b	 eing app	rentices	or improv	ers) wi	thout prev	 ious ext	oerienco	 it the			57	9
trade— 1st six months' expe										58	0	32	G
2nd six months' exp				::						68	ő	37	Ğ
Other employees— 21 years of age										75	0	41	0
22 years of age 23 years of age or over	• •	• •	••	• •	••	٠٠ ,	••	••	••	85	0	46	6
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eller of cork goods, crockery, fancy pianos, organs, or piano-players), 1											ļ		
ire not motor cycle or motor car										l	ļ		
oods, paints, colours, wall-papers, d his Determination applies:—-	or emplo	yed in a	iny busin	ess, other	than th	ose specia	lly ment	ioned, to	which				
Branch manager (i.e., a pers											ļ		
withstanding he or she n time to the management	may be u	inder the	orders o		or who	does not o	levote h	is or her	whole	110	_	110	Λ.
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In other cases		••		• •		••	• • •	••	• • •		. !	103 55	0
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lst six months' expe	orience									55	0	30	6
2nd six months' exp Other employees—	erience	• •	• •	••	• •	••	• •	••	••	63	0	35	0
21 years of age	••				٠,٠					70	6	39	6
22 years of age 23 years of age or over.	• •	••.	• •	••	••	··	•••	••	٠٠.	78 94	6 0	44 50	6
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On all the other w									.m.	••		9 p. 6: p.	
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- (8) MEAL ALLOWANCE.—Any employee who is required to work for more than one hour after the usual closing time of the shop shall be paid 1s. 6d. as a meal allowance for each day that such extra time is worked.
- (9) 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 the usual late shopping night three-quarters of an hour between the hours of 5 p.m. and 7.15 p.m.
- (10) REST INTERVALS.—Any employee who works four hours or longer without a meal interval shall be allowed a rest period of not less than ten minutes after two and a half hours' work. Such rest period shall be counted as time worked.

During such rest period the employee shall be permitted to take morning or afternoon tea as the case may be,

Note.—Section 117 (3) of the Factories and Shops Act 1928 (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

- (11) CLOTHING ALLOWANCE.—Where any employee is required by his employer to wear any special uniform. dress or clothing, of some colour other than black or black and white it shall be supplied, paid for, and, if necessary, laundered by the employer. Provided that, subject to the approval in writing of an official representative of the Shop Assistants and Warehouse Employees' Federation of Australia, an Employer may substitute some other colour for black, or black and white, for any employee or section of employees, and under such ci.cumstances the employer shall not be required to supply, launder or pay for such special uniform, dress or elabthic.
- (12) NOTICE OF INTENTION TO RATION.—Where an Employer owing to slackness of trade desires to ration his employees, he shall give at least two clear working day's notice to each employee of his intention to ration such employee.
- (13) Annual Holidays.—(i) 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 (15)) in each year on full pay. Such holiday shall be given within three months of the completion of twelve months' service.

Seven days' notice shall be given by the employer to the employee before the latter commences his week's holiday aforesaid.

- (ii) Any employee who has been for not less than six months in an employer's service, and whose engagement is terminated, shall receive one half-day's holiday payment for each month spent in such employer's service.
- (iii) Any Employee who has been employed by the same employer for five years shall be granted two week's holiday on full pay.
- (14) TERMINATION OF EMPLOYMENT.—Soven days' notice of termination of employment shall be given by either employer or worker.
  - (15) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS:--

The special rates for all work done on Sundays or the undermentioned Public Holidays shall be-Double time.

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, 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 ...

Double Time.

Easter Saturday-

.. Five times the ordinary

rate Double time. (b) In all other places where this Determination applies . . . . . Double time.

If, by Act of Parliament or Proclamation, any other day be substituted for any of the above-named holidays, the special rate

shall be payable only for work done on the day so substituted.

- (16) PAYMENT OF WAGES.—Payment of all monies due shall be made not later than Thursday of each week, and during working hours.
- (17) Reference.—An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and duties performed. This provision shall apply only in the case of an employee who has been employed continuously for three months or more.

D. GRANT, Chairman,

J. B McINDOE, Secretary.

Melbourne, 1st May, 1939.

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