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# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, FEBRUARY 24.

[1941

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 2 (BOOT REPAIRERS).

NOTE.—This Determination applies 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 portion of the city of Sandringham as is not included within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warnambool; 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 which since the 24th May, 1938, has had the power to determine the lowest prices or rates which may be paid to any person employed—

- (a) in the process, trade, business, or occupation of a boot repairer;
- (b) in a boot repair shop selling grindery or other goods usually sold in such shops,

has made the following Determination, namely:—

(1) That on the 27th February, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES OR IMPROVERS.

Males.					Females.				
Wages per Week of 44 Hours.					Wages per Week of 47 Hours.				
	Commencing Age.								
	Under 16 years.	16 years.	17 years.	18 years or over.					
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>					<i>s. d.</i>
1st year .. .. .	13 9	21 0	21 0	30 9	Under 16 years of age .. .. .	..	..	..	22 6
2nd year .. .. .	21 0	30 9	30 9	39 6	16 and under 17 years of age .. .. .	..	..	..	25 0
3rd year—					17 and under 18 years of age .. .. .	..	..	..	27 9
1st 6 months .. .. .	30 9	39 6	39 6	56 0	18 and under 19 years of age .. .. .	..	..	..	30 3
2nd 6 months .. .. .	30 9	39 6	39 6	64 6	19 and under 20 years of age .. .. .	..	..	..	33 9
4th year—					20 and under 21 years of age .. .. .	..	..	..	36 3
1st 6 months .. .. .	39 6	48 6	56 0	Minimum wage					
2nd 6 months .. .. .	39 6	48 6	64 6						
5th year—									
1st 6 months .. .. .	48 6	56 0	Minimum wage						
2nd 6 months .. .. .	48 6	64 6							
6th year—									
1st 6 months .. .. .	56 0	Minimum wage							
2nd 6 months .. .. .	64 6								
Thereafter .. .. .	Minimum wage								

### PROPORTION (BY ANY EMPLOYER).

#### Apprentices.

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

#### Improvers.

Two female improvers to every female adult worker receiving not less than the rate fixed for age 23.

### PROPORTION (IN ANY PLACE).

#### Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 10s. per week of 44 hours.

#### Improvers.

One improver to every four workers receiving not less than 10s. per week of 44 hours.

(3)

### OTHER EMPLOYEES.

		WAGES.					Per Week of 44 Hours.		Per Week of 47 Hours.	
							<i>s. d.</i>		<i>s. d.</i>	
Males .. .. .								10s. 0		
Female Receiver, Despatcher, or Saleswoman—										
21 years of age .. .. .								40 0		
22 years of age .. .. .								47 0		
23 years of age .. .. .								53 3		

(4) **TIMES OF BEGINNING AND ENDING WORK.**—

(a) For Males—		Time of Beginning.	Time of Ending.
On Saturday .. .. .	.. .. .	8 a.m.	12.30 p.m.
On each of the other working days of the week .. .. .	.. .. .	8 a.m.	6 p.m.
(b) For Females—			
On Saturday .. .. .	.. .. .	8 a.m.	1 p.m.
On the usual late trading night .. .. .	.. .. .	8 a.m.	9 p.m.
On all the other working days of the week .. .. .	.. .. .	8 a.m.	6 p.m.

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

(a) By Males—		
Outside the times of beginning and ending work .. .. .	.. .. .	Double time.
Within the times of beginning and ending work, in excess of 44 hours in any week .. .. .	.. .. .	Time and a quarter.
(b) By Females—		
Outside the times of beginning and ending work .. .. .	.. .. .	} Time and a quarter.
Within the times of beginning and ending work, in excess of 47 hours in any week .. .. .	.. .. .	

(6) **PAYMENT FOR HOLIDAYS.**—All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Trade Picnic Day (within the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder), Good Friday, Easter Monday, Anzac Day, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

(7) **SPECIAL RATES.**—Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, or Boxing Day; 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.

Provided that outside the Metropolitan District another holiday may be substituted for Melbourne Cup Day in Clauses 6 and 7.

(8) **MEAL INTERVALS.**—

- (a) Males.
  - (i) In places where work is done on Saturdays—  
A lunch period of not less than three-quarters of an hour shall be allowed on each working day except Saturday.
  - (ii) In places where work is not done on Saturdays—  
A lunch period of not less than half an hour shall be allowed on each working day.
- (b) Females.

All female employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such interval, viz.:—From Monday to Friday one hour for lunch and, in addition on the usual late shopping night, three-quarters of an hour for tea.

**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.

(9) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rate for males set out in clause (3) is based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rate shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. The wages of apprentices and improvers and all females, shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (10).

*Basic Wage.*

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	£ s. d. 4 0 0	Melbourne

(10) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in May, 1941, the amount of the basic wage shall be as prescribed in clause (9).

(b) During each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index Numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's Retail Price Index Numbers," or any like expression, means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The Index Number set to be applied to a place is that assigned thereto in Clause (9).
- (2) The Index Number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or any extension thereof) to the Index Number Division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

*Table.*

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
735-746 .. .. .	3 0 0	871-882 .. .. .	3 11 0
747-759 .. .. .	3 1 0	883-895 .. .. .	3 12 0
760-771 .. .. .	3 2 0	896-907 .. .. .	3 13 0
772-783 .. .. .	3 3 0	908-919 .. .. .	3 14 0
784-796 .. .. .	3 4 0	920-932 .. .. .	3 15 0
797-808 .. .. .	3 5 0	933-944 .. .. .	3 16 0
809-820 .. .. .	3 6 0	945-956 .. .. .	3 17 0
821-833 .. .. .	3 7 0	957-969 .. .. .	3 18 0
834-845 .. .. .	3 8 0	970-981 .. .. .	3 19 0
846-858 .. .. .	3 9 0	982-993 .. .. .	4 0 0
859-870 .. .. .	3 10 0	994-1006 .. .. .	4 1 0
		1007-1018 .. .. .	4 2 0
		1019-1030 .. .. .	4 3 0

RAY H. BEERS, Chairman.  
W. HEATH, Secretary.

Melbourne, 12th February, 1941.