



VICTORIA GOVERNMENT GAZETTE.

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[1941

Factories and Shops Acts.

DETERMINATION OF THE SOFTGOODS—WHOLESALE—BOARD.

NOTE.—This Determination, on the 14th March, 1941, 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, 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 selling softgoods in wholesale warehouses" has made the following Determination, namely:—

(1) That on the 14th March, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.							Other Employees.	
Wages per Week of 42½ Hours.							Wages per Week of 42½ Hours.	
Experience.	Commencing Age.							
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.		
<i>Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Males.</i>	
1st year ..	16 6	16 6	22 0	25 0	32 6	43 6	Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department	
2nd ..	22 0	25 0	27 0	38 6	49 0	..	Salesmen and all employees assisting in sales—	
3rd ..	27 0	32 6	41 0	49 0	..	..	21 years of age	
4th ..	35 6	46 6	57 6	..	..	..	22 years of age	
5th ..	46 6	57 6	..	..	..	..	23 years of age and over	
6th ..	57 6	..	..	..	..	..
<i>Females.</i>							<i>Females.</i>	
1st year ..	16 6	16 6	19 0	22 0	27 0	32 6	Females employed in Millinery, Mantles, Corsets, Underclothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
2nd ..	19 0	20 0	23 0	27 0	35 6	..	Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department	
3rd ..	22 0	25 0	30 0	35 6	..	..	Other saleswomen—	
4th ..	27 0	30 0	35 6	..	..	..	21 years of age	
5th ..	32 6	38 6	..	..	..	..	22 years of age	
6th ..	38 6	..	..	..	..	..	23 years of age and over	

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

One improver to each worker receiving not less than the prescribed rate for 21 years of age.

(3) HOURS OF EMPLOYMENT.—The hours to be worked in any one week shall be 42½.

The normal daily periods of work shall not commence before 8.30 a.m., and shall finish not later than 5.30 p.m., Monday to Friday, and 12.30 p.m. on Saturday.

(4) OVERTIME.—All work done outside the said normal periods, and all work done in excess of 42½ hours per week within the said normal periods, shall be overtime, and shall be paid for at the rate of time and a half.

(5) MEAL INTERVAL.—From Monday till Friday, both days inclusive, all employees shall be allowed a daily luncheon interval from 1 p.m. to 1.45 p.m.

(6) MEAL MONEY.—Any employee required to work after 6.30 p.m. shall be paid not less than 2s. meal money in addition to the overtime rates as prescribed for in this Determination.

(7) 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.

(8) 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.

(9) ANNUAL HOLIDAYS.—Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted holidays on full pay for a period of twelve consecutive working days in each year (exclusive of the holidays specified in clause (11)), and such holidays shall be given within three months of completion of each twelve months' service. Should the services of an employee who has had not less than nine months' continuous service be terminated before the expiration of twelve months' service he shall be entitled to *pro rata* holidays on full pay; but should an employee be dismissed at any time for misconduct before the expiration of any period of twelve months of such employment, he shall not be entitled to any annual leave or any *pro rata* payment in lieu thereof. Fourteen days' notice shall be given by the employer to the employee before the latter commences his annual holidays aforesaid.

(10) SICK PAY.—Any employee not attending for duty who has had not less than twelve months' continuous 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 any one calendar year.

(11) 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 Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day	Double time.

But 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.

(12) 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 qualifications. This provision shall apply only in the case of an employee who has been employed continuously for nine months or more.

(13) TIME AND WAGES RECORDS.—An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee.

H. L. JACKSON, P.M., Chairman.

J. B. McINDOE, Secretary.

Melbourne, 24th February, 1941.