



VICTORIA GOVERNMENT GAZETTE.

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[1942

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 6 (CHEMISTS).

NOTE.—This Determination applies 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 persons employed in a shop dispensing, compounding, or selling medicines, drugs, or medicinal preparations” has made the following Determination, namely:—

(1) That on 17th August, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

<i>Apprentices.</i>				<i>Improvers.</i>			
WAGES PER WEEK OF 46 HOURS.				WAGES PER WEEK OF 46 HOURS.			
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	17 6	0 6	18 0	Under 21 years of age ..	70 6	2 0	72 6
2nd ”	23 6	0 6	24 0				
3rd ”	35 0	1 0	36 0				
4th ”	35 0	1 0	36 0				
5th ”	64 6	2 0	66 6				
6th ”	76 6	2 0	78 6				
<p style="text-align: center;">PROPORTION.</p> <p style="text-align: center;">(In any shop or place.)</p> <p>One apprentice to one or more than one worker receiving not less than the minimum wage:</p> <p>Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.</p>				<p style="text-align: center;">PROPORTION.</p> <p style="text-align: center;">(In any shop or place.)</p> <p>One improver to 50 or more than 50 employees receiving, if males, not less than 133s., or, if females, not less than 121s. 8d. per week of 46 hours.</p>			

Other Employees.
Wages per Week of 46 hours.

	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Manager	7 9 0	0 6 0	7 15 0	6 15 5	0 6 0	7 1 5
Registered assistant	6 7 0	0 6 0	6 13 0	5 15 8	0 6 0	6 1 8
Unregistered assistant	5 17 6	0 3 0	6 0 6	5 7 2	0 3 0	5 10 2

Juvenile workers (i.e., persons under 21 years of age, other than apprentices or improvers)—

Female Shop Assistant.

In any pharmacy one female shop assistant, not engaged in dispensing or compounding medicines, drugs, or medicinal preparations, and who is under 21 years of age, may be employed at the following rates, viz. :—

Wages per Week of 46 hours.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<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>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	14 0	0 6	14 6	14 0	0 6	14 6	19 6	0 6	20 0
2nd "	19 6	0 6	20 0	23 6	0 6	24 0	26 0	0 6	27 0
3rd "	23 6	0 6	24 0	27 6	0 6	28 0	33 6	1 0	34 6
4th "	27 6	0 6	28 0	33 6	1 0	34 6	38 6	1 0	39 6
5th "	33 6	1 0	34 6	38 6	1 0	39 6	..	..	..
6th "	38 6	1 0	39 6	..	..	..	..	..	..

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<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>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	19 6	0 6	20 0	23 6	0 6	24 0	23 6s	0 6	24 0
2nd "	27 6	0 6	28 0	33 6	1 0	34 6	..	..	..
3rd "	38 6	1 0	39 6	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..

(3) OVERTIME.—Any employee who, in any week, works for any time in excess of 46 hours shall be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Double time shall be the rate payable for all work done on New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, 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 be payable only for work done on the day so substituted.

(5) ANNUAL HOLIDAYS.—For each six months of completed service with an employer, seven (7) days' leave on full pay shall be granted to any employee. The provisions of this clause shall not apply in any case where an employee is dismissed for misconduct, malingering, or neglect of duty.

(6) SICK LEAVE.—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 furnishes a medical certificate within seven days of the commencement of such absence showing that his or her non-attendance was due to personal ill-health or accident, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than one week in each year commencing from the 18th September, 1939.

Provided that for absences of two days or less the production of a medical certificate shall not be deemed necessary.

(7) GARMENT ALLOWANCE.—Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 3s. per week if a male, and 2s. 6d. per week if a female, in addition to the ordinary rate.

(8) RELIEVER'S ALLOWANCES.—A reliever (i.e., a person required to travel outside the Metropolitan District to take a position for less than two (2) months) shall be paid first class return railway fare. An employee engaged to work outside the Metropolitan District necessitating his or her absence from his or her usual place of residence for a night shall be entitled to an additional payment for expenses at the rate of 6s. a day for the first six days and 30s. a week thereafter. An employee shall not be entitled to payment or expenses under this clause for a longer period than three weeks.

(9) CASUAL WORK.—Any person employed for less than the number of hours fixed for an ordinary week's work shall be paid as follows :—

- (a) where the number of hours worked is not more than 10 hours for each hour worked at the ordinary wages rate with an addition of twenty per centum subject to a minimum payment of 7s. 6d.
- (b) where the number of hours worked is more than 10 hours and not more than 24 hours for each hour worked at the ordinary wages rate with an addition of fifteen per centum.

- (c) where the number of hours worked is more than 24 hours and not more than 36 hours for each hour worked at the ordinary wages rate with an addition of ten per centum.
- (d) where the number of hours worked is more than 36 hours for each hour worked at the ordinary wages rate calculated pro rata.

(10) COLLECTIVE EMPLOYMENT.—(a) For the duration of the war and for three months thereafter a person may divide his time of employment between two separate employers and in respect of not more than two separate shops. In such circumstances he shall be paid pro rata at ordinary rates, according to the time spent in each person's employment.

(b) Any person who is employed in the terms of sub-clause (a) of this clause, shall be paid by the employer at the shop concerned the sum necessarily expended in travelling to and from his home to and from the shop at which he is required to attend. Where railway travel is involved, first class fare shall be allowed.

PERIODICAL ADJUSTMENT OF WAGES.

(11) The wages rates set out in clause (2) are 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 rates (in the case of either sex) shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices, improvers, and juvenile workers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (12).

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Within the area to which this Determination applies	4 8 0	0 6 0	4 14 0	Melbourne

(12) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in November, 1942, the amount of the basic wage shall be as prescribed in clause (11).

(b) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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 to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in 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.
	£ s. d.		£ s. d.
797-808	3 5 0	957-969	3 18 0
809-820	3 6 0	970-981	3 19 0
821-833	3 7 0	982-993	4 0 0
834-845	3 8 0	994-1006	4 1 0
846-858	3 9 0	1007-1018	4 2 0
859-870	3 10 0	1019-1030	4 3 0
871-882	3 11 0	1031-1043	4 4 0
883-895	3 12 0	1044-1055	4 5 0
896-907	3 13 0	1056-1067	4 6 0
908-919	3 14 0	1068-1080	4 7 0
920-932	3 15 0	1081-1092	4 8 0
933-944	3 16 0	1093-1104	4 9 0
945-956	3 17 0	1105-1117	4 10 0

Melbourne, 27th July, 1942.

D. GRANT, Chairman.

C. W. TREVETHAN, Secretary.

