



VICTORIA
GOVERNMENT GAZETTE.

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[1943

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts, and the Order in Council thereunder extending such Metropolitan District, such portions of the city of Sandringham as are not included within the said Metropolitan District, the cities of Ballarat, Bendigo, and Warrnambool, and the boroughs of Eaglehawk and Sebastopol.

On the 18th May, 1932, the Shops Board No. 18 (Miscellaneous Shops) was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the business of a seller of—

- (a) Electrical goods;
- (b) Wireless (radio) sets, parts, or accessories;

and such power was conferred exclusively on the Shops Board No. 23 (Electrical and Radio Goods).

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 person or persons or classes of persons employed in the business of a seller of—

- (a) Electrical goods;
- (b) Wireless (radio) sets, parts, or accessories"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 27th August, 1943, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices and Improvers.							Other Employees.		
Wages per Week of 47 Hours.							Wages per Week of 47 Hours.		
Experience.	Commencing Age.						Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.	
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.			
Males—							MALES.		
1st year ..	s. d. 21 0	s. d. 21 0	s. d. 28 0	s. d. 42 6	s. d. 56 0	s. d. 70 6	(a) Person in charge of a shop <i>Or,</i> (b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods (c) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant—	s. d. 128 0 s. d. 124 0	
2nd year ..	28 0	31 6	39 0	49 6	70 6	88 0			
3rd year ..	39 0	42 6	52 6	70 6	91 6	..			
4th year ..	49 6	56 0	70 6	91 6	..	..	
5th year ..	63 6	70 6	..	..	..	..
6th year ..	77 6	..	..	..	..	..
And thereafter the minimum wage.							21 years of age 100 6 98 0 22 years of age 110 6 108 0 23 years of age or over 120 6 116 6		
Females—							FEMALES.		
1st year ..	s. d. 19 0	s. d. 19 0	s. d. 25 6	s. d. 25 6	s. d. 31 0	s. d. 31 0	Female 66 6 64 0		
2nd year ..	25 6	31 0	34 0	36 0	44 0	..			
3rd year ..	31 0	36 0	44 0	51 0	..	..	
4th year ..	36 0	44 0	51 0	..	..	..
5th year ..	44 0	51 0	..	..	..	..
6th year ..	51 0	..	..	..	..	..
And thereafter the minimum wage.									
PROPORTION (WITHIN ANY SHOP). Apprentices. MALES. One male apprentice to every three or fraction of three workers receiving not less than 98s. per week. FEMALES. One female apprentice to every three or fraction of three workers receiving not less than 64s. 6d. per week. Improvers. MALES. One male improver to every two or fraction of two workers receiving not less than 116s. 6d. per week. FEMALES. One female improver to every two or fraction of two workers receiving not less than 84s. 6d. per week.									

3. **PENAL RATE**—Any person who works less than 36 hours in any week shall be paid for such work at the rate of 3s. 3d. per hour. Provided that no employee shall be entitled to receive more than the rate fixed for his particular class of work for an ordinary week of 47 hours.

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

	Time of Beginning.	Time of Ending.
Friday	7.45 a.m.	9 p.m.
Saturday	7.45 a.m.	12.45 p.m.
On the other working days of the week	7.45 a.m.	6 p.m.

5. **MEAL INTERVAL**.—No employer shall require any employee to take a longer interval than one hour for a meal.

6. **OVERTIME**—

Outside the hours fixed in Clause 4

Within the hours fixed in Clause 4 in excess of the number of hours as fixed for an ordinary week's work. Time and a half.

7. **SPECIAL RATES**.—Time and a half shall be paid for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Melbourne Cup Day (Metropolitan District only), King's Birthday, Christmas Day, and Boxing Day, or after 12.30 p.m. on Show Day (in localities mentioned in the Public Service, Act, 1928). 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.

8. **TERMINATION OF EMPLOYMENT**.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

9. **ALLOWANCE**.—When, 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 2s. 6d. per week in addition to the ordinary rate.

10. **TEA MONEY**.—Any employee whose weekly rate is not more than 59s. 6d. who is required to work overtime in excess of two hours on any one day, shall receive an allowance of 1s. 6d. as tea money in addition to the rates provided in clause 6.

11. **NOTICE TO WORK OVERTIME**.—At least 24 hours' notice shall be given when overtime is required to be worked.

12. **NOTICE OF INTENTION TO RATION**.—Where an employer, owing to slackness of trade, desires to ration his employees, he shall give at least 24 hours' notice to each employee of his intention to ration such employee.

13. **ANNUAL LEAVE**.—(a) Any employee who has been in the service of an employer for not less than twelve months shall be granted one week's holiday on full pay, and thereafter one week's holiday (with full pay) on each completed year of service. Provided that after having been in the service of the same employer for three years an employee shall be granted one week and four days' holiday on full pay on each completed year's service. Such holiday or holidays shall be exclusive of the holidays mentioned in clause 7.

(b) Any employee who has been for less than twelve months but not less than nine months in an employer's service and whose engagement is terminated by the employer shall receive one half day's holiday payment for each month spent in such employer's service.

14. **SICK PAY**.—Any employee not attending for duty who has had not less than twelve 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.

15. **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.

16. **PAYMENT OF WAGES, ETC.**—Payment of all wages, overtime, special rates, and allowances due, shall be made during working hours not later than Thursday each week.

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

18. **TRANSPORT ALLOWANCE**.—

(a) When an employee, by arrangement with his employer, uses his own car in the service of the employer he shall be paid an allowance of not less than 4d. per mile; provided that the total allowance payable shall not be less than 40s. per week and shall not exceed 20s. for any one day or £3 for any one week.

(b) When an employee, by arrangement with his employer, uses his own motor cycle or motor cycle and side-car in the service of the employer he shall be paid an allowance of not less than 2d. per mile; provided that the total allowance payable shall not be less than 16s. per week and shall not exceed 7s. 6d. for any one day or 30s. for any one week.

(c) Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 3s. 6d. per week in addition to the ordinary wage shall be paid to such employee.

19. **POSTING OR DETERMINATION**.—A copy of this Determination shall be kept posted at or near the entrance to any shop or place to which it applies.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 24th August, 1943.