



VICTORIA GOVERNMENT GAZETTE.

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[1944

Factories and Shops Acts.

DETERMINATION OF THE WHOLESALE GROCERS BOARD.

(a) This Determination applies to the whole of the State of Victoria.

NOTES—(b) On the 23rd December, 1912, the powers of the Wholesale Grocers Board were extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

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 wholesale grocer, including a seller of tea," has made the following Determination, namely:—

1. That on the 11th May, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.		ALL OTHER EMPLOYEES.		
Wages per week.		Wages per week.		
£ s. d.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.		All other parts of Victoria where this Determination applies.
£ s. d.		£ s. d.		£ s. d.
Under 16 years of age	.. 1 6 3	Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits		
16 years of age	.. 1 12 0	Leading hand in charge of storemen only—		
17 " "	.. 2 0 9	10 or more storemen		
18 " "	.. 2 14 9	6, 7, 8, or 9 storemen		
19 " "	.. 3 9 9	1, 2, 3, 4, or 5 storemen		
20 " "	.. 4 4 3	Leading hand in charge of persons other than storemen or of storemen and other persons—		
PROPORTION (IN ANY PLACE).		10 or more persons		
Apprentices.		6, 7, 8, or 9 persons		
One apprentice to every three or fraction of three workers receiving not less than 103s. per week.		1, 2, 3, 4, or 5 persons		
An indenture of apprenticeship prescribed by the Board was approved on 24.5.1923.		Storeman employed singly		
Improvers.		All others		
One improver to every three or fraction of three workers receiving not less than 103s. per week.				

NOTE.—"Leading hand" means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

HOURS OF WORK.

3. The number of hours to constitute an ordinary week's work shall be 44.

4.

TIMES OF BEGINNING AND ENDING WORK—

Times of Beginning	Times of Ending.	
Not earlier than—	Not later than—	
7.35 a.m. ..	12 noon ..	On Saturday, or the day on which the weekly half-holiday is observed.
7.35 a.m. ..	5.30 p.m. ..	On the other working days of the week.

OVERTIME.

5. The following rates shall be paid for all work done:—

Outside the times of beginning and ending work in any day	{ First two hours—Time and a half, thereafter—Double time.
Within the times of beginning and ending work, in excess of the maximum number of hours proscribed in clause 3	Time and a half.

TEA MONEY.

6. Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed for in this Determination. Provided that this clause shall not apply where the employee was notified 24 hours previously of the intention to work overtime.

RATIONING.

7. Where because of the exigencies of the trade it is intended to ration employees, not less than seven days, and not more than ten days' notice shall be given by the employer to the employees affected.

TERMS OF ENGAGEMENT.

8. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

CASUAL EMPLOYEES.

9. Casual employees, i.e., employees engaged for less than two full weeks shall be paid at ordinary wages rate with an addition of thirty-three and one-third per centum.

SPECIAL RATES.

10. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, then the special rate shall be payable only for the day so substituted.

REST INTERVAL.

11. There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Friday inclusive in each week) for each employee, such time to count as time worked.

CERTIFICATE OF SERVICE.

12. Any worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

PAY DAY.

13. Payment of wages shall be made not later than Thursday of each week and during the ordinary working hours.

PICNIC DAY.

14. Double time shall be paid for all work done in the Metropolitan District on the day on which the employees hold their Annual Picnic.

SICK PAY.

15. (a) 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 produces or forwards within twenty-four 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.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding eighteen days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 25th November, 1943, shall be disregarded.

ANNUAL LEAVE.

16. (a) A period of nine consecutive working day's leave on full pay (exclusive of the holidays mentioned in clause 10) shall be allowed annually to all employees after twelve months' continuous service.

(b) Annual leave shall be given at a time fixed by the employer within a period not exceeding three months from the date when the right to such annual leave accrued due.

(c) If after six months' continuous service an employee leaves or is dismissed he shall be paid one-twelfth of nine day's wage for each completed month of service in respect of which leave has not been granted hereunder.

Notwithstanding anything contained in this clause an employer may require any employee to take such holiday inclusive of Christmas Day, Boxing Day, or New Year's Day, in which case an employee so required shall be granted within three months thereafter one day in lieu of each of such public holidays aforementioned as was included in his annual leave period.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne 7th June, 1944.