



# VICTORIA GOVERNMENT GAZETTE.

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[1944

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 14 (FURNITURE DEALERS).

NOTE.—This Determination applies 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 in 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 person or persons or classes of persons employed in the business of a seller of furniture or floor coverings," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st November, 1944, 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 48 Hours.							Wages per Week of 48 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.			
	s.	d.	s.	d.	s.	d.	s.	d.	
1st year—									
1st 6 months	22	6	28	6	31	6	38	6	
2nd 6 months	28	0	31	6	34	6	41	6	
2nd year—									
1st 6 months	35	6	35	6	41	6	47	6	
2nd 6 months	39	0	39	0	47	6	62	6	
3rd year ..	45	6	45	6	59	6	78	6	
4th year ..	59	6	59	6	78	6	..	..	
5th year ..	76	0	78	6	..	..	..	..	
6th year ..	86	6	..	..	..	..	..	..	
And thereafter the minimum wage.									
PROPORTION (within any shop).									
APPRENTICES.									
One apprentice to every three or fraction of three workers receiving not less than 98s. 6d. per week.									
IMPROVERS.									
One improver to every two or fraction of two workers receiving not less than 126s. per week.									
Person in charge of a shop (including a branch shop)							141	0	
Canvassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen—									
21 years of age .. .. .							101	0	
22 years of age .. .. .							111	0	
23 years of age or over .. .. .							130	0	
Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched) .. .. .							123	6	
Other storemen or packers .. .. .							113	6	
All others .. .. .							113	6	

### TIME WAGES.

3. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 23 hours be paid:—

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|--|--|
| (a) in any week in which two or more public holidays occur | At the ordinary wages rate, with an addition of fifty per centum.                      |
| (b) in any other week                                      | At the ordinary wages rate, with an addition of thirty-three and one-third per centum. |

and thereafter the ordinary wage rate up to but not exceeding ordinary wages rates for an ordinary week's work.

4. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
Friday .. .. .	8 a.m.	6 p.m.
Saturday .. .. .	8 a.m.	12.45 p.m.
On the other working days of the week ..	8 a.m.	6 p.m.

MEAL INTERVAL.

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

OVERTIME.

6. 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.

SPECIAL RATE FOR PUBLIC HOLIDAYS.

7. Treble time shall be paid within the Metropolitan District and double time elsewhere for all work done on Easter Saturday, and time and a half for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, and on Cup Day (Metropolitan District only), and after 12.30 p.m. on Show Day (in localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* within the area to which this Determination applies). If any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

SUNDAYS.

8. Treble time shall be paid for all work done on Sundays.

TERMINATION OF EMPLOYMENT.

9. 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.

TEA MONEY.

10. Any employee who is required to work overtime in excess of two hours on any day shall receive an allowance of 2s. as tea money in addition to the rates provided in Clause 6.

RATIONING OF EMPLOYEES.

11. Where it is claimed by the employer that the exigencies of trade necessitate the rationing of employees, then such employer shall give at least seven days' notice of such rationing to the employee concerned.

ANNUAL LEAVE.

12. (a) Each employee on the completion of each twelve months' service with an employer shall be granted twelve consecutive working days' (exclusive of the holidays proscribed in Clause 7) annual leave on full pay. Provided that by mutual agreement between an employer and the employee concerned two periods of annual leave each consisting of six consecutive working days may be granted in lieu of the twelve consecutive days herein mentioned.

(b) Any employee who leaves or is dismissed for any reason other than for a misdemeanour after having completed not less than six months' service in the first qualifying twelve-monthly period, or after having completed one or more years of service, but before having completed a further full twelve-monthly qualifying period, shall be granted in lieu of annual leave one day's pay for each month of service during such first year of service or any subsequent broken qualifying period of service as the case may be.

PROVISION OF BICYCLE OR OTHER MECHANICAL CONVEYANCE.

13. Where an employer directs an employee to provide himself with a bicycle or some other mechanical means of transport in order to carry out his duties, such an employee shall be entitled to an allowance (in addition to any other amount to which he may be entitled under this Determination) as follows:—

For provision of a bicycle .. .. .	2s. 6d. per week.
For provision of a motor cycle .. .. .	10s. per week.
For provision of a motor car .. .. .	at the rate of 4d. per mile up to a maximum allowance of £3 per week.

SICK LEAVE.

14. (a) An employee who has been in the service of an employer for not less than twelve months shall be entitled to six days' sick leave of absence with full pay during each subsequent twelve months' service provided he produces satisfactory evidence to his employer that such absence was caused by ill-health or an accident.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as proscribed above 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 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

PAYMENT OF FARES.

15. Where an employee is temporarily transferred from one branch of an employer's business to another, and such transfer necessitates the employee paying a higher fare in proceeding to and from his home, such excess amount shall be paid by the employer.

PAYMENT OF RENT.

16. A shopkeeper shall not charge any employee who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than 10s. per week.

REFERENCE.

17. An employee on severing his connexion with an employer shall be entitled to and shall receive a reference stating length of employment, character, and qualifications whilst in such employment.

REST PERIODS.

18. All employees shall be allowed two rest periods of not less than five minutes each on each day, the first between the time of commencing work and the mid-day meal interval, and the second between the mid-day meal interval and the ending of work.

CLOTHING ALLOWANCE.

19. Where any employee is required to wear, whilst at work, a washable outer garment (such as overalls, dust coat, &c.) such outer garment shall be provided and laundered by the employer.

PAYMENT OF WAGES.

20. Payment of wages (including overtime, allowances, fares, &c.) shall be made not later than Thursday in each week.

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

J. W. RYAN, Secretary.

Melbourne, 21st November, 1944.