



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 202]

FRIDAY, DECEMBER 15

[1944.

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 1 (BOOT 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 portion of the City of Sandringham as is 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 person or persons or classes of persons wheresoever employed in the business of a seller of boots, shoes, or slippers, being a business usually or frequently carried on in a shop,” has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 7th December, 1944, 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 46 Hours. | | | Wages per Week of 46 Hours. | | |
| | Males. | Females. | | | |
| | s. d. | s. d. | | | |
| Under 16 years | 16 6 | 15 0 | Within the Metropolitan District and such portion of the City of Sandringham as is not included within the said District; the Cities of Geelong and Geelong West; and the Towns of Newtown and Chilwell. | | |
| 16 years | 21 6 | 20 6 | | | |
| 17 | 32 6 | 26 6 | | | |
| 18 | 40 0 | 34 6 | | | |
| 19 | 50 6 | 39 0 | | | |
| 20 | 61 0 | 44 6 | | | |
| Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his or her first year's service 12½ per cent. and for his or her second year's service 10 per cent. less than the rates fixed above. | | | All other parts of Victoria where this Determination applies. | | |
| <p>PROPORTION (IN ANY SHOP OR PLACE).</p> <p>APPRENTICES.</p> <p><i>Males.</i></p> <p>One male apprentice to every three or fraction of three male persons receiving not less than 7s. 6d. per week of 46 hours.</p> <p><i>Females.</i></p> <p>One female apprentice to every three or fraction of three female persons receiving not less than 4s. 8d. per week of 46 hours.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 28th March, 1923.</p> <p>IMPROVERS.</p> <p><i>Males.</i></p> <p>Two male improvers to one Four two Five three Six four Seven five Eight six Nine seven Ten eight and thereafter one additional male improver to every two or fraction of two additional.</p> <p>male persons receiving not less than 7s. 6d. per week of 46 hours,</p> | | | | | |
| | | | MALES. | s. d. | s. d. |
| | | | Manager of a shop or head salesman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by bootdealers, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department— | | |
| | | | (a) Working singly | 124 6 | 119 6 |
| | | | (b) In charge of 1, 2, 3, or 4 persons | 130 0 | 122 6 |
| | | | (c) In charge of 5 or more persons | 141 0 | 133 0 |
| | | | Salesmen— | | |
| | | | 21 years of age | 82 0 | 77 6 |
| | | | 22 years of age | 97 6 | 93 0 |
| | | | 23 years of age or over | 121 6 | 113 6 |
| | | | Persons employed in the parcels or country order office, or as packers, porters, or storemen— | | |
| | | | 21 years of age | 82 0 | 77 6 |
| | | | 22 years of age | 97 6 | 93 0 |
| | | | 23 years of age or over | 121 6 | 113 6 |

| Apprentices or Improvers. | Other Employees. | | |
|---|--|---|---|
| | Wages per Week of 46 Hours. | | |
| | | Within the Metropolitan District and such portion of the City of Sandringham as is not included within the said District; the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell. | All other parts of Victoria where this Determination applies. |
| | | s. d. | s. d. |
| PROPORTION (IN ANY SHOP OR PLACE). | FEMALES. | | |
| | Managers of a shop or head sales-woman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by bootdealers, notwithstanding she may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department— | | |
| | (a) Working singly | 124 6 | 119 6 |
| | (b) In charge of 1, 2, 3, or 4 persons | 130 0 | 122 6 |
| | (c) In charge of 5 or more persons | 141 0 | 133 0 |
| | Saleswomen— | | |
| | 21 years of age | 48 6 | 48 6 |
| | 22 years of age | 53 0 | 53 0 |
| | 23 years of age or over | 63 0 | 59 0 |

OVERTIME.
 3. (a) All time worked in excess of 46 hours in any week shall be paid for at the rate of time and a half for the first three hours and double time thereafter.
 (b) All time worked after 12.45 p.m. on Saturday shall be paid for at the rate of double time.

TIME WAGES.
 4. 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—
 (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 for each hour worked beyond the 23 hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.
 Provided that no such person shall be paid for less than two hours on any one Saturday and not less than three hours on any one day other than a Saturday.

SPECIAL RATES.
 5. Double time shall be the rate for all work done on Sunday and time and a half shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday (except in the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street, in the City of Melbourne, where the rate of treble time shall be paid), Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day or after 1 p.m. on Show Day (in such localities mentioned in the Twelfth Schedule to the Public Service Act 1928 as are within the area to which this Determination applies); but 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.

NOTICE OF INTENTION TO WORK OVERTIME.
 6. At least four hours' notice of intention to work overtime shall be given to an employee before such employee is required to work beyond the usual time of ceasing duty.

MEAL ALLOWANCE.
 7. An employee required to work any overtime in excess of one hour beyond the usual time of ceasing duty shall be paid a meal allowance of 2s. 6d. Such allowance shall be paid on the day upon which the overtime is worked and shall be in addition to any payment due for such overtime.

GARMENT ALLOWANCE.
 8. Any employee who is required to wear, when at work, a washable outer-garment, dust-coat, or overall, shall be paid 2s. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

BICYCLE ALLOWANCE.
 9. 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. per week in addition to the ordinary wage shall be paid to such employee.

PAYMENT OF FARES.
 10. Where an employee is required by his or her employer to move temporarily from one branch or shop to another all additional fares so incurred shall be paid by the employer.

REFERENCE.
 11. 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.

SICK PAY.

12. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—(1) during the first year, one half day's ordinary pay for each complete month of service; (2) during any subsequent year of service, six days' ordinary pay, provided that evidence satisfactory to the employer is produced to prove that such absence was due to personal ill health or accident.

(b) If the full period of sick leave as prescribed 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 eighteen 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.

ANNUAL LEAVE.

13. (a) Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted in each year, twelve consecutive working days' annual leave on full pay (exclusive of the holidays mentioned in clause 5). Such leave shall be given within three months of the completion of each year's service.

(b) Any employee who leaves or is dismissed for any reason other than for a misdemeanour after having completed one or more years of service with an employer but before having completed a further full qualifying twelve monthly period of service with such employer shall, in lieu of annual leave for that period, be given one day's pay for each complete month of service during such further qualifying twelve monthly period.

REST PERIOD.

14. All employees shall be allowed two rest intervals on each day as follows:—(a) The first of ten minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

TIME AND WAGES RECORDS.

15. 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.

TERMINATION OF EMPLOYMENT.

16. 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, as the case may be, in lieu thereof. This provision shall only apply in the case of the employee who has been employed continuously for three months or more.

PAYMENT OF WAGES.

17. Wages shall be paid not later than Thursday in each week and must be paid during working hours.

NOTE.—Section 176 of the Factories and Shops Act 1928 (No. 3877) provides that, where the provisions of a Determination of a Wages Board apply, a true copy of such Determination shall be posted in some conspicuous place in such a position as to be easily read by the persons employed therein. Penalty not exceeding £10.

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

J. W. RYAN, Secretary.

Melbourne, 11th December, 1944.

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 203]

FRIDAY, DECEMBER 15.

[1944

Factories and Shops Acts.

DETERMINATION OF THE FRUIT PACKING BOARD.

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 or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

(a) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale:

(b) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely:—

1. That from the beginning of the first pay period to commence on or after the 11th December, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 44 HOURS.

| Improvers. | Citrus Fruit Packing Establishments. | | Other Fruit Packing Establishments.* | | Other Employees. |
|-------------------------------|--------------------------------------|-----------|--------------------------------------|-----------|--|
| | Males. | Females. | Males. | Females. | |
| | <i>s.</i> | <i>d.</i> | <i>s.</i> | <i>d.</i> | |
| Under 16 years of age | 29 | 3 | 29 | 3 | <i>Males.</i> |
| 16 to 17 years of age | 35 | 9 | 35 | 9 | Packers of citrus fruits |
| 17 to 18 years of age | 44 | 0 | 44 | 0 | Packers of fruits other than citrus fruits.. |
| 18 to 19 years of age | 58 | 6 | 58 | 6 | Full cool store hands (i.e., persons who |
| 19 to 20 years of age | 74 | 0 | 74 | 0 | are engaged for at least 75 per cent. |
| 20 to 21 years of age | 89 | 0 | 89 | 0 | of their time each week in cool-store |
| | | | | | chambers) |
| | | | | | Persons bringing fruit from and putting |
| | | | | | fruit into cool-store chambers |
| | | | | | Case ladders and nailers—machine |
| | | | | | Case ladders and nailers—hand.. .. . |
| | | | | | Case wirers |
| | | | | | All others |
| | | | | | <i>Females.</i> |
| | | | | | Persons employed in citrus fruit packing |
| | | | | | establishments |
| | | | | | Packers of fruits other than citrus fruits.. |
| | | | | | All others |

* Provided that any improver engaged in packing fruit shall be paid the adult weekly wage or piecework prices.

Proportion (in any Place).

One improver to every two or fraction of two workers receiving not less than the minimum wage.

NOTE.—The Board determines that no person shall be employed as an apprentice.

PIECEWORK PRICES.

3. The lowest piecework prices payable for the following kinds of work shall be:—

Pears.

| | Any Standard Bushel Container. | Keros. | Full Pines. |
|---|--------------------------------|-----------|-------------|
| <i>Bench packing—</i> | <i>d.</i> | <i>d.</i> | <i>d.</i> |
| Wrapping and packing unsized pears, including lidding | 5½ | 6½ | 8 |
| Wrapping and packing unsized pears, no lidding | 5½ | 5½ | 7½ |
| Packing unsized naked pears, including lidding | 5 | 5 | 7 |
| Packing unsized naked pears, no lidding | 4½ | 5 | 6½ |
| Packing pears into market flats, no lidding | 5½ | .. | .. |
| <i>Other packing—</i> | | | |
| Wrapping and packing pears off sizing machine, no lidding | 3½ | 4½ | 6 |
| Wrapping and packing or packing naked unsized pears: no lidding | 4½ | 5 | 6½ |
| Wrapping and packing or packing naked sized pears, no lidding | 3½ | 4 | 5½ |
| <i>Wiping—</i> | | | |
| Wiping pears by hand | 4½ | 5 | 6½ |

Pears—continued.

| | Any Standard Bushel Container. | Keros. | Full Pines. |
|--|--------------------------------|--------|-------------|
| | d. | d. | d. |
| Grading and sizing— | | | |
| Grading and sizing into quarters and placing loose in cases, no lidding | 3½ | 3½ | 5½ |
| Grading and sizing into two size groups and placing loose in cases, no lidding | 3½ | 3½ | 5½ |
| Grading (no sizing) and placing loose in cases, no lidding | 3½ | 3½ | 5½ |

Apples.

| | Any Standard Bushel Container. | Keros. | Full Pines. |
|--|--------------------------------|--------|-------------|
| | d. | d. | d. |
| Bench packing— | | | |
| Wrapping and packing unsized apples, including lidding | 5½ | 6½ | 8 |
| Wrapping and packing unsized apples, no lidding | 5½ | 5½ | 7½ |
| Packing unsized naked apples, including lidding | 5 | 5½ | 7 |
| Packing unsized naked apples, no lidding | 4½ | 5 | 6½ |
| Other packing— | | | |
| Wrapping and packing apples off sizing machine, no lidding | 3½ | 4 | 5½ |
| Wrapping and packing or packing naked sized apples, no lidding | 3½ | 4 | 5½ |
| Wrapping and packing or packing naked unsized apples, no lidding | 4 | 4½ | 6½ |
| Wiping— | | | |
| Wiping apples by hand | 3½ | 3½ | 5½ |

| | Any Standard Bushel Container. | Keros. | Full Pines. |
|--|--------------------------------|--------|-------------|
| | d. | d. | d. |
| Grading and sizing— | | | |
| Grading and sizing into quarters and placing loose in cases, no lidding | 3½ | 3½ | 5½ |
| Grading and sizing into two size groups and placing loose in cases, no lidding | 3½ | 3½ | 5½ |
| Grading (no sizing) and placing loose in cases, no lidding | 3½ | 3½ | 5½ |

Plums.

| | Per Half Case. |
|---|----------------|
| | d. |
| Wrapping and packing or packing naked plums, no lidding | 4 |
| Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling | 6 |

Peaches, Apricots, and Nectarines.

| | Per Case. |
|--|-----------|
| | d. |
| Packing naked peaches, apricots, or nectarines—Count 100-140 | 4½ |
| Packing naked peaches, apricots, or nectarines—Count 150-240 | 6 |
| Packing naked peaches, apricots, or nectarines—Count 268-320 | 8 |
| Unpacked, placed loose in case | 4 |

Lemons.

| | Per Case. |
|--|-------------------|
| | d. |
| Packed within 30-mile radius of General Post Office, Melbourne— | |
| Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling | 5 |
| Packing naked lemons into any standard bushel case | 3½ |
| | Per 1,000 Lemons. |
| | s. d. |
| Packed outside 30-mile radius of General Post Office, Melbourne— | |
| Wrapping and packing lemons into any standard bushel case | 1 11 |
| Packing naked lemons into any standard bushel case | 1 1 |

Oranges and Mandarins.

| | Per 1,000 Oranges or Mandarins. |
|---|---------------------------------|
| | s. d. |
| Wrapping and packing oranges or mandarins | 1 11 |
| Packing naked oranges or mandarins | 1 1 |

WIRING.

4. Where a pieceworker is called on to wire cases he shall be paid $\frac{1}{4}$ d. per case for all cases wired.

CONDITIONS OF PIECEWORK.

5. (a) All of the rates set out under Bench Packing, Wiping, Grading and Sizing, in clause (3), include bringing the fruit to and taking away from bench, bringing fruit out from and putting fruit into cool stores, branding and/or labelling, attaching, and marking stickers.

(b) Where fruit has been accurately sized into quarters prior to being packed the rates set out for unsized bench packing may be reduced $\frac{1}{4}$ d. per standard bushel container or kero. case, and $\frac{1}{4}$ d. per full pine case. Accurately sized shall mean not more than two sizes in any one container.

(c) No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero. box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

(d) Pieceworkers shall not be entitled to overtime rates for piecework done outside the times of beginning and ending work.

6. TIMES OF BEGINNING AND ENDING WORK.

| | | | | | | Times of Beginning not Earlier than— | | Times of Ending not Later than— |
|-------------------------------|----|----|----|----|----|---|----|------------------------------------|
| On Monday to Friday inclusive | .. | .. | .. | .. | .. | 7 a.m. | .. | 6 p.m. |
| On Saturday | .. | .. | .. | .. | .. | 7 a.m. | .. | 12.30 p.m. |

OVERTIME.

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

Outside the times of beginning and ending work as fixed in clause 6 } Time and a half.
 Within the times of beginning and ending work, in excess of 44 hours in any week }

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.

(e) Where an employer is not satisfied as to the reason of an employee absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee who has had at least three months' service with such employer was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than four days in each year.

CASUAL WORK.

9. Casual work, i.e., work for less than two full weeks, shall be paid for at the following rates :—

Adult male employees 2s. 6d. per hour.

Other employees Ordinary wages rate with an addition of thirty-three and one-third per centum.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

10. Pieceworkers shall be paid rate and one-quarter, and all other employees double time for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, 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, the special rate shall only be payable for work done on the days so substituted.

HOLIDAYS.

11. Weekly employees shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piecework shall be granted the following holidays :—Christmas Day, Good Friday and Anzac Day, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

ANNUAL LEAVE.

12. (a) Any employee who has been in the service of the same employer continuously for a period of not less than twelve months, shall be granted fourteen consecutive days' holiday (exclusive of the holidays mentioned in clause 11) on full pay in each year. Such leave shall be given within three months of the completion of each twelve months' service.

(b) If the employee leaves or is dismissed for any reason (other than misconduct) after three months' continuous service, but before the expiration of twelve months, then such employee shall be given or paid $\frac{1}{12}$ th of two weeks' pay for each completed month of service.

(c) A pieceworker shall be entitled to the same annual leave as a timeworker and for such annual leave shall be paid at the same rate as a timeworker doing the same class of work.

TIME BOOK OR OTHER RECORD.

13. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book or on time cards or by a mechanical contrivance, which shall be furnished by the employer.

RIGHT OF ENTRY OF UNION OFFICIAL.

14. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments for the purpose of interviewing employees on legitimate union business on the following conditions :—

(a) That he produces his authority to the employer or his representative.

(b) That not more than one representative in all be in any establishment at any one time.

(c) That no one representative visit an establishment more than once a fortnight.

(d) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

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

J. V. WILLOX, Secretary.

Melbourne, 11th December, 1944.
