



VICTORIA GOVERNMENT GAZETTE.

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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 as from the beginning of the first pay period to commence on or after the 1st January, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) *Apprentices.*

WAGES PER WEEK OF 40 HOURS.				PROPORTION. (In any shop or place.)
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year	22 0	0 6	22 6	One apprentice to one or more than one worker receiving not less than the minimum wage : 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.
2nd „	30 6	0 6	31 0	
3rd „	41 6	1 0	42 6	
4th „	50 0	1 0	51 0	
5th „	74 6	2 0	76 6	

(b) *Juvenile Workers.*

In any pharmacy one Juvenile worker (i.e., a 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 40 HOURS.

	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
16 years of age	21 0	0 6	21 6
17 years of age	33 6	0 6	34 0
18 years of age	36 6	1 0	37 6
19 years of age	44 6	1 0	45 6
20 years of age	51 0	1 0	52 0

(c) Other Employees.

WAGES PER WEEK OF 40 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 Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist in sole control of a shop and who is responsible for general buying and all necessary business carried out therein	10 3 0	6 0	10 9 0	9 7 9	6 0	9 13 9
Chief Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist who is responsible to the Pharmacy Board, but who is not responsible for general buying or all necessary business carried out in the shop	9 0 0	6 0	9 6 0	8 6 6	6 0	8 12 6
Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist	7 17 0	6 0	8 3 0	7 5 3	6 0	7 11 3
Unregistered Pharmaceutical Chemist i.e., a person who has not qualified as a pharmaceutical chemist, but who has completed his or her apprenticeship as recognized by the Pharmacy Board	6 17 0	3 0	7 0 0	6 6 9	3 0	6 9 9
Shop Assistant i.e., a female employee engaged in selling medicines, drugs, or medicinal preparations, but not engaged in dispensing or compounding same	4 3 9	3 0	4 6 9

A relieving Pharmaceutical Chemist called upon to relieve the proprietor or manager of a chemist's shop shall be deemed to be, and be paid at the rate provided for a Manager Pharmaceutical Chemist whilst so required to act.

OVERTIME.

3. Any employee who, in any week, works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half for the first four hours and double time thereafter.

SPECIAL RATES.

4. (a) Time and a half shall be the rate payable for all work done on Sundays.
 (b) Double time shall be the rate payable for all work done on 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 be payable only for work done on the day so substituted.

ANNUAL HOLIDAY.

5. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

SICK LEAVE.

6. (a) Where an employee becomes disabled by personal ill-health or accident, not due to his or her own misconduct, proof of which is given to an employer by medical certificate or other satisfactory evidence within 48 hours of the beginning of the employee's consequential absence, he or she shall on account thereof, be entitled without deduction of pay to absent himself or herself as follows :—

- (i) During the first year of service—for every three months of completed service .. 1½ days (i.e., 14 working hours)
- (ii) During any subsequent year 7 working days.

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

(b) Notwithstanding anything contained in sub-clause (a) hereof, 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 21 working 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.

GARMENT ALLOWANCE.

7. 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, in addition to the ordinary rate.

RELIEVER'S ALLOWANCES.

8. A reliever (i.e., a person required to travel outside the Metropolitan District to take a position for less than two months) shall be entitled to the following allowances :—

- (i) A first class return railway fare ;
- (ii) If such engagement necessitates the reliever being absent from his or her usual place of residence for a night or longer he or she shall be entitled to an additional payment for expenses at the rate of 6s. per day for the first six days and 30s. per week for the next two succeeding weeks. The reliever shall not be entitled to payment of any further such expenses during such engagement.
- (iii) A reliever engaged to work in the country or sent from one country centre to work in another country centre shall be entitled to be paid at ordinary rates for travelling time during ordinary working hours to and from the job. Such time is to be counted to and from Melbourne, or his home town whichever is the nearer.

CASUAL WORK.

9. 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 15s.

- (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*.

MEAL BREAK.

10. A meal break of not less than 60 minutes shall be allowed daily (Monday to Friday) to each employee provided that by mutual agreement between an employer and his employee such meal break may be reduced to not less than a break of 30 minutes.

REST PERIOD.

11. Each employee shall be allowed a morning and afternoon tea period each day (Monday to Friday inclusive) at times convenient to the employer. Such periods shall not exceed ten minutes each, and shall be counted as time worked.

PAYMENT OF WAGES.

12. Wages shall be paid weekly not later than the ordinary finishing time on Thursday, unless it is otherwise mutually agreed upon between the employer and the employee.

TIME BOOKS.

13. Each employer shall provide and cause to be kept a time book or other record in which each employee shall daily enter his or her starting and finishing times.

TERMINATION OF EMPLOYMENT.

14. Except in a case where an employee or an employer has been guilty of misconduct, or where an employee has been engaged as a reliever, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited, as the case may be, in lieu thereof.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates set out in clause 2 are based upon the following basic wage, and pursuant to 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 adjusted as prescribed in clause 16. Provided that the wages of apprentices 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.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State of Victoria	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the Basic Wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 25th November, 1947.

