



VICTORIA GOVERNMENT GAZETTE.

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No. 576]

THURSDAY, JULY 7.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1949.

Dated at Melbourne, this
6th day of May, 1949.

RAY H. BEERS,
Secretary for Labour.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3, 4 (a), 4 (b), 4 (c), and 4 (d) of Part I, and clause 24 of Part III. of the Determination made on the 8th March, 1949, and in force as from the beginning of the first pay period to commence on or after the 23rd March, 1949, shall be replaced by the following clauses:—

PART I.

WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2.

APPRENTICES AND IMPROVERS.

	Wages Per Week of 40 Hours.					Number (in any place).					
	Males.		Females.								
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.						
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>					
Under 16 years of age		32	9	38	9	35	9	32	9	<p>APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 152s. per week of 40 hours. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 152s. per week of 40 hours.</p> <p>FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 98s. 3d. per week of 40 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 95s. 3d. per week of 40 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 95s. 3d. per week of 40 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 89s. 3d. per week of 40 hours.</p>	
16 to 17 years of age	101	3	44	6	44	6	47	6	44		6
17 to 18 years of age			59	8	50	6	53	6	50		6
18 to 19 years of age			83	3	56	6	62	6	56		6
19 to 20 years of age	129	3	104	0	68	6	68	6	65		6
20 to 21 years of age	150	3	127	3	77	3	80	3	74		3
											<p>Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult</p>

3. OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

	s. d.	
Under 16 years of age	49	0
16 to 17 years of age	61	6
17 to 18 years of age	71	0
18 to 19 years of age	85	6
19 to 20 years of age	110	6
20 to 21 years of age	130	0

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (a) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week of 40 Hours. s. d.

(i) Storemen or Packers	151	0
Leading hands—as defined in clause 22 hereof—		
(I.)	156	0
(II.)	161	0
(III.)	161	0
(IV.)	171	0

(ii) Casual hands shall be paid at the rate per hour of 4s. 7½d. adjustable under clause 54 hereof

4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, AND (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

Column No.	Males employed in (or on) or in connexion with—											
	1	2	3	4	5	6	7	8	9	10	11	12
	WAGES PER WEEK OF—											
	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—												
(a) Works singly	168 0	159 8	156 6	155 0	152 0	154 6	165 0	154 6	156 6	164 0	152 0	156 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—												
(a) 1, 2, 3, 4, 5, or 6 such persons	168 0	159 8	156 6	157 6	154 3	156 9	171 3	156 9	163 9	166 3	154 3	158 9
(b) 7 or more such persons	168 0	159 8	156 6	171 6	168 9	171 6	185 9	171 6	172 9	180 3	176 9	172 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device	158 0	158 0	158 0	158 0	158 0	158 0	158 0	158 0	158 0	158 0	158 0	158 0
Storeman in charge of a bulk store removed from the main place of business .. .. .	..	..	..	..	152 0	154 6	..	154 6	156 6	164 0	152 0	156 6
Packers of crockery, china, or glassware .. .. .	..	..	..	..	..	..	..	..	..	..	..	155 3
Packers of metal window frames .. .. .	..	..	..	..	..	..	..	..	..	..	..	152 0
Persons handling pianos, pianoplayers, or organs .. .. .	..	..	..	..	..	..	..	..	..	..	..	152 0
All male adults not otherwise provided for	168 0	159 8	156 6	152 0	149 0	150 0	163 0	150 0	152 0	160 9	150 0	152 0

(ii) * A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the weekly rate.

(iv) Storemen or packers called upon to work in cool stores shall be paid 4s. 10¹/₂d. per hour whilst so employed. This rate includes 1¹/₁₁d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

NOTE.—The rates set out in column No. 12 of 4 (b) (i) hereof apply to males employed—

(a) As storemen in Figured, Roll, and Sheet Glass Stores.

(b) In (or on) or in connexion with—

- (i) Bulk paper stores or rubber goods manufacturers' stores.
- (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
- (iii) Hardware stores.
- (iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
- (v) Match factory stores.
- (vi) Wholesale confectionery stores.
- (vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.
- (viii) Stove or oven manufacturers' stores.
- (ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel.
- (x) Egg packing and processing establishments; and
- (xi) Any place not elsewhere included in clause 4 (b) or 4 (c).

4. (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

MALES.

	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
Tool Storeman (i.e., an adult male employee in charge of receiving storing and issuing of tools and other requirements in a tool store)	148 0	154 6	145 0
Storeman and/or Packer	152 6	159 0	149 6

4. (d)

FEMALES.

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place
	40 Hours. s. d.	Wages per 40 Hours. s. d.	Week of— 40 Hours. s. d.	40 Hours. s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	92 3	104 0	110 0	92 3
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—				
(i) 1, 2, 3, 4, 5, or 6 such persons	98 3	110 0	116 0	98 3
(ii) 7 or more such persons	113 0	120 9	128 0	113 0
Females employed packing or sorting laundry work	.. ..	.. ..	.. ..	98 3
Packers of crockery, china, or glassware	.. ..	.. ..	.. ..	110 0
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience	.. ..	.. ..	95 3	.. ..
With eight weeks' or more experience	.. ..	.. ..	104 0	.. ..
All female adults not otherwise provided for	89 3	95 3	95 3	89 3

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

CASUAL WORK.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 4s. 5d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

Clauses, other than clauses 2, 3, 4 (a), 4 (b), 4 (c), and 4 (d) of Part I., and clause 24 of Part III., of the said Determination shall remain in force.



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No. 577]

THURSDAY, JULY 7.

[1949

Factories and Shops Acts.

DETERMINATION OF THE WHOLESALE GROCERS BOARD.

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

(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 1st June, 1949, 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.		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 17 6	Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ..		
16 years of age ..	2 5 6	Leading hand in charge of storemen only—		
17 " " ..	2 19 3	10 or more storemen ..		
18 " " ..	3 18 6	6, 7, 8, or 9 storemen ..		
19 " " ..	5 0 3	1, 2, 3, 4, or 5 storemen ..		
20 " " ..	6 1 9	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 14s. 6d. 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 14s. 6d. per week.		7 19 6		
		8 3 0		
		8 6 0		
		8 9 6		
		7 19 6		
		8 3 0		
		7 11 0		
		7 15 0		
		7 19 6		
		8 3 0		
		7 11 0		
		7 15 0		
		7 9 6		
		7 13 6		
		7 11 0		
		7 15 0		
		7 4 6		
		7 9 6		

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 40 which shall be worked in 5 days Monday to Friday inclusive.

4.

TIMES OF BEGINNING AND ENDING WORK—

Times of Beginning. Not earlier than— 7.30 a.m. ..	Times of Ending. Not later than— 5.30 p.m. ..	Monday to Friday inclusive.
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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 prescribed 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 two shillings and sixpence tea money in addition to overtime rates as prescribed for in this Determination.

TERMS OF ENGAGEMENT.

7. (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.

8. 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.

HOLIDAYS.

9. Employees, provided their services are not required, shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Show Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

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 Show Day, 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.

ANNUAL HOLIDAYS.

11. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111.

REST INTERVAL.

12. 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.

13. 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.

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

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) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of such leave as prescribed 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.

UNION PICNIC DAY.

16. All establishments covered by this Determination shall close and be kept closed on the day fixed as Union Picnic Day.

FIRST-AID OUTFIT.

17. In each establishment the employer shall provide and continuously maintain, at a place reasonably accessible to all employees, an efficient first-aid outfit.

PROVISION OF PIE HEATER AND BOILING WATER.

18. The employer shall provide a pie heater for the use of employees and boiling water at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

19. 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 shall be automatically adjusted as prescribed by clause 20. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage such adjustments to be to the nearest 3d. half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 19 0	s. d. 6 0	£ s. d. 6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

20. (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 August, 1949, the amounts of the Basic Wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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.

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

J. V. WILLOX, Secretary.

Melbourne, 17th May, 1949.

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[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; 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 persons employed in the business of a seller of hardware—wholesale or retail”—but not including:—

- (a) persons employed in assembling ordered goods kept in a bulk store or iron yard;
- (b) persons employed as storemen, packers, or sorters—

has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence on or after the 21st June, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)	Other Employees. (The Masculine to include the Feminine.)	Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.	WAGES.	Per week of 40 hours.	Per week of 40 hours.
Per week of 40 hours.	Per week of 40 hours.	£ s. d.	£ s. d.
Under 16 years of age	Departmental managers, or branch managers, having under their control—	£ s. d.	£ s. d.
16 years of age	3 or more salesmen, 21 years of age or over	10 0 0	9 17 0
17	Other Branch Managers	9 2 0	8 19 0
18	Outside salesmen	8 5 6	8 2 6
19	Salesmen or Buyers	8 2 0	7 19 0
20	Assemblers of Ordered Goods	7 15 0	7 15 0
NOTE. —See Clause 20 re Definitions.			

<p style="text-align: center;">PROPORTION (in any shop or place).</p> <p>One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage.</p> <table style="width: 100%;"> <tr> <td style="width: 80%;"> <p>One improver to one worker</p> <p>Two improvers to two, three or four workers</p> <p>Three improvers to five, six or seven workers</p> <p>Four improvers to eight workers</p> <p>Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers.</p> </td> <td style="width: 20%; vertical-align: middle; text-align: center;"> <p>Receiving not less than the rates fixed for assemblers of ordered goods.</p> </td> </tr> </table>	<p>One improver to one worker</p> <p>Two improvers to two, three or four workers</p> <p>Three improvers to five, six or seven workers</p> <p>Four improvers to eight workers</p> <p>Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers.</p>	<p>Receiving not less than the rates fixed for assemblers of ordered goods.</p>	
<p>One improver to one worker</p> <p>Two improvers to two, three or four workers</p> <p>Three improvers to five, six or seven workers</p> <p>Four improvers to eight workers</p> <p>Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers.</p>	<p>Receiving not less than the rates fixed for assemblers of ordered goods.</p>		

3.

TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the usual Half Holiday	8 a.m.	noon.
On all the other working days of the week	8 a.m.	5.30 p.m.

4.

*** OVERTIME.**

Within the times fixed for beginning and ending work in excess of 40 hours } Time and a half, with a minimum
 Outside the times of beginning and ending work } payment of 1s. per hour.

* **NOTE.**—Section 117 (2) Act 3677 provides that:—Any person may, if notice in writing has previously been sent to the chief inspector, be employed in any shop or at any work in connexion with a shop for any time not exceeding three hours in any one day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connexion with a shop any such person is so employed shall not exceed twenty-five.

MEAL MONEY.

5. Where overtime, as in the preceding clause, is performed on any day in the week, an allowance of 2s. 6d. shall be made for meal money, and shall be paid on the day when such work is performed.

SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, 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 such localities mentioned in the Sixth Schedule to the *Public Service Act 1946* 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 above-named holidays the special rate shall be payable only for work done on the day so substituted.

TIME RATE.

7. 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 20 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 20 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

8. 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 in lieu thereof.

PAY DAY.

9. All wages, overtime, &c., shall be paid not later than Thursday of each week.

NOTICE TO WORK OVERTIME.

10. No employee shall be obliged to work overtime unless he has received at least 24 hours' notice of same.

NOTICE OF INTENTION TO RATION.

11. Where an employer owing to slackness of trade desires to ration his employees, he shall give seven days' notice to each employee of his intention to ration such employee.

ANNUAL HOLIDAY.

12. 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.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

SICK LEAVE.

13. (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:—

(i) During the first year— $3\frac{1}{4}$ hours' ordinary pay for each complete month of service.

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 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.

(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 the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

MEAL INTERVALS.

14. One hour shall be given for a meal, between the hours of noon and 3 p.m.

NOTE—Section 117 (3) of the *Factories and Shops Act 1928* (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

BICYCLE ALLOWANCE.

15. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 6d. per day or part thereof for each day on which he is so required to use such bicycle, shall be paid by the employer.

CLOTHING ALLOWANCE.

16. Any employee who is required to wear, when at work, a washable outer garment, dust coat, or overall, shall be paid 2s. 6d. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

REFERENCE.

17. On an employee being dismissed or leaving his employment he shall be entitled to a reference showing his period of service and qualifications.

TIME AND WAGES RECORDS.

18. 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, shall be kept by his employer and completed weekly.

REST PERIOD.

19. A rest period of ten minutes each morning and afternoon shall be granted each employee, such periods are to be counted as time worked.

DEFINITIONS.

20. "Departmental manager" shall mean a person having the control of one or more salesmen, 21 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean and include a person for the time being entrusted with the control or superintendence of a shop or of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said shop or branch shop.

"Outside salesman" shall mean an employee who for at least half the working hours in any week solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

"Assembler" shall mean an employee 21 years of age or over who is engaged in assembling goods for order and despatch from salesmen's and/or travellers' lists or invoices.

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 22.

Provided that the wages of apprentices, improvers, and juveniles shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. 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.	
Within the area to which this Determination applies	5 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (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.

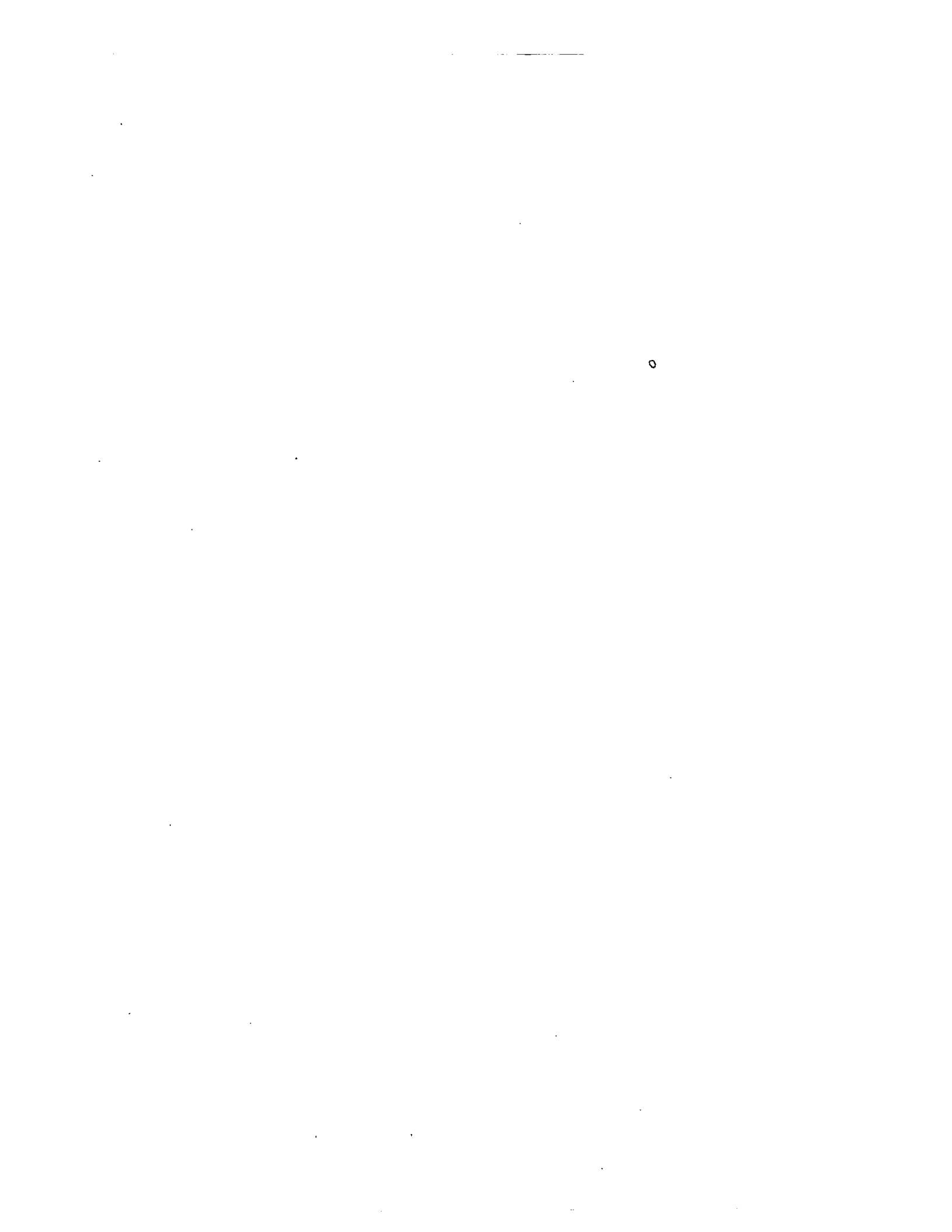
(b) Until the beginning of the first pay period to commence in August, 1949, the amounts of the Basic Wage shall be as prescribed in clause 21.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 6th June, 1949.





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GOVERNMENT GAZETTE.

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THURSDAY, JULY 7.

[1949

STATE ELECTRICITY COMMISSION ACTS.

At the Executive Council Chamber, Melbourne, the
seventh day of July, 1949.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.

Mr. Kennedy | Mr. McDonald.

PROTECTION OF ELECTRICAL OPERATIONS
REGULATIONS.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the provisions of section 27 of the *State Electricity Commission Act 1928*, as amended by any Act, and all other powers him thereunto enabling, doth hereby make the following Regulations for or with respect to the protection of the operations of the Commission of or incidental to the supply of electricity, and prescribing matters and things necessary or convenient to be prescribed, so as to secure the safe economical and effective supply of electricity throughout Victoria, that is to say:—

1. These Regulations may be cited as the Protection of Electrical Operations Regulations.

2. These Regulations shall come into effect on the 8th day of July, 1949.

3. In these Regulations, electricity means electricity, electric current, or any like agency which is generated by the Commission, whether it is supplied by the Commission or by an undertaker or not, and in a case where electricity generated by the Commission and electricity generated by some other person is transmitted through the same electric lines or works, includes all electricity so transmitted.

4. Any person who, during a state of emergency as hereinafter defined, contravenes the provisions as to use of electricity contained in any advertisement referred to in paragraph 6 of these Regulations shall be guilty of an offence against these Regulations, and shall be liable to a penalty not exceeding Two pounds for the first offence, and not exceeding Twenty-five pounds for any subsequent offence.

5. A state of emergency shall be deemed to exist for the purpose of these Regulations whenever the Governor in Council, by Proclamation published in the *Government*

Gazette, proclaims that an industrial strike has occurred, or other emergency has arisen, at any portion of any undertaking or works of or operated by the Commission or materially affecting any operations of the Commission or of incidental to the supply of electricity, and that for the protection of operations of the Commission, or the prevention of any interference therewith, or to secure the safe economical and effective supply of electricity in any area or areas of Victoria, or throughout Victoria, it is necessary to prohibit or restrict the use of electricity by consumers, and such state of emergency shall be deemed to continue until the publication in the *Government Gazette* of a Proclamation of the Governor in Council that such industrial strike, or other state of emergency, has ceased to exist, and shall also be deemed to exist for the purpose of these Regulations at the present time and hereafter until the publication in the *Government Gazette* of a Proclamation of the Governor in Council that the said present state of emergency has ceased to exist.

6. The Commission may at any time, and from time to time during a state of emergency, publish in a daily newspaper published in Melbourne a notification that electricity is not to be used—

- (a) for purposes specified in such advertisement; or
(b) except for purposes therein specified—

either—

- (i) at all; or
(ii) at an average rate per quarter hour greater than some rate therein specified or indicated in that behalf; and

either—

- (i) anywhere; or
(ii) at premises within an area therein specified—

and such advertisement may also provide the periods during which or the times at which the prohibitions, or any of the prohibitions therein contained, are to operate, including specified hours, specified days, and a specified period.

And the Honorable Wilfred Seiwyn Kent Hughes, His Majesty's Minister in Charge of Electrical Undertakings for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

