



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 627]

THURSDAY, AUGUST 4.

[1949

Prices Regulation Acts.

PRICES REGULATION ORDER No. 83.

MEAT.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Decontrol Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 83.

Part Amendment.

2. Prices Regulation Order No. 6 is hereby amended—
 - (a) by including the following definition in paragraph 3:—
“Veal” means calf meat and includes young bovine cattle weighing not more than 200 lb. per carcass dressed weight;
 - (b) by omitting the First Schedule thereto and inserting in its stead the First Schedule to this Order, which Schedule may be cited as the First Schedule to Prices Regulation Order No. 6; and
 - (c) by omitting the Third Schedule thereto and inserting in its stead the Second Schedule to this Order, which Schedule may be cited as the Third Schedule to Prices Regulation Order No. 6.

THE FIRST SCHEDULE.

The First Schedule, which Schedule shall be substituted for and may be cited as the First Schedule to Prices Regulation Order No. 6:—

Wholesale—Maximum Price.

| | Maximum Price (Delivered). | |
|---|-------------------------------|----|
| | Per 100 lb. | |
| | s. | d. |
| Carcass of ox or heifer beef weighing more than 200 lb. but not more than 450 lb. per carcass | 72 | 7 |
| Side of ox or heifer beef weighing more than 100 lb. but not more than 225 lb. per side | 72 | 7 |
| Carcass of ox beef weighing more than 450 lb. but less than 700 lb. per carcass | 69 | 7 |
| Side of ox beef weighing more than 225 lb. but less than 350 lb. per side | 69 | 7 |
| Carcass of heifer beef weighing more than 450 lb. but less than 700 lb. per carcass | 69 | 7 |
| Side of heifer beef weighing more than 225 lb. but less than 350 lb. per side | 69 | 7 |
| Carcass of ox beef weighing more than 700 lb. per carcass | 64 | 7 |
| Side of ox beef weighing more than 350 lb. per side | 64 | 7 |
| Carcass of heifer beef weighing more than 700 lb. per carcass | 64 | 7 |

Wholesale—Maximum Price—continued.

| | Maximum Price (Delivered). | |
|--|-------------------------------|-----|
| | Per 100 lb. | |
| | s. | d. |
| Side of heifer beef weighing more than 350 lb. per side .. | 64 | 7 |
| Second quality or trade cow beef .. | 59 | 7 |
| Cow beef of standard canner quality and/or up to and including carcasses of third quality standard as defined by the Meat Export Branch of the Department of Commerce and Agriculture and all weights above the minimum chilled carcass of 200 lb., .. | 31 | 3 |
| Boner cow beef suitable for small goods, but not suitable for canning, and cow beef not elsewhere included .. | 29 | 2 |
| | Per lb. | |
| | s. | d. |
| Lambs weighing not more than 36 lb. per carcass .. | 1 | 0 |
| Lambs weighing more than 36 lb. per carcass .. | 0 | 11½ |
| Hoggett mutton .. | 0 | 8½ |
| Wether mutton .. | 0 | 7½ |
| Ewe mutton .. | 0 | 5½ |
| Veal .. | 0 | 7½ |
| Bull beef .. | 0 | 4 |

THE SECOND SCHEDULE.

The Second Schedule, which Schedule shall be substituted for and may be cited as the Third Schedule to Prices Regulation Order No. 6:—

Maximum Prices—Sales by Retail.

| | Maximum Prices—Retail. | |
|---|---|--|
| | Sales in Victoria other than Melbourne Metropolitan Area, Ballarat, or Geelong. | Sales in Melbourne Metropolitan Area, Ballarat, and Geelong. |
| | Per lb. | Per lb. |
| | s. | d. |
| BEEF— | | |
| Fillet Steak .. | 2 3½ | 2 5½ |
| Rump Steak .. | 1 11½ | 2 1½ |
| Sirloin Steak .. | 1 8 | 1 10 |
| Porterhouse Steak .. | 1 8 | 1 10 |
| Sirloin Beef .. | 1 5 | 1 5 |
| Sirloin Beef (Boned) .. | 1 8 | 1 8 |
| Topside .. | 1 4 | 1 5 |
| Silverside .. | 1 3 | 1 4 |
| Boneless Back Ribs .. | 1 2 | 1 2 |
| Prime Rib .. | 1 0½ | 1 2 |
| Boned Blade .. | 1 3 | 1 3 |
| Boned Chuck .. | 1 0 | 1 0 |
| Boned Brisket .. | 0 10 | 0 10 |
| Gravy Beef (Leg or Shin) .. | 0 10½ | 0 10½ |
| Round .. | 1 3½ | 1 3½ |
| Wing Rib .. | 1 4 | 1 4 |
| Rolled Rib Roast Beef .. | 1 3½ | 1 5 |
| Thin Skirt Steak .. | 1 2 | 1 2 |
| Mince Steak .. | 0 11 | 0 11 |
| Sausages .. | 0 11 | 0 11 |
| Sausage Meat .. | 0 7 | 0 7 |
| All other cuts not specified .. | 0 6 | 0 6 |
| MUTTON— | | |
| Legs .. | 1 1½ | 1 1½ |
| Leg Chops .. | 1 2½ | 1 2½ |
| Loin Chops .. | 1 0½ | 1 0½ |
| Chump Chops .. | 1 0 | 1 0 |
| Forequarter Chops .. | 0 7½ | 0 7½ |
| Loins .. | 0 11½ | 0 11½ |
| Forequarters .. | 0 7 | 0 7 |
| Best End .. | 0 8½ | 0 8½ |
| Breast .. | 0 7½ | 0 7½ |
| Neck .. | 0 6 | 0 6 |
| Shoulder .. | 0 8 | 0 8 |
| All other cuts not otherwise specified .. | 0 6 | 0 6 |
| Shanks .. | 0 5½ | 0 5½ |
| LAMB— | | |
| Legs .. | 1 5½ | 1 6½ |
| Loin Chops .. | 1 8½ | 1 9½ |
| Chump Chops .. | 1 6 | 1 7 |
| Forequarter .. | 1 0 | 1 0 |
| Cutlets .. | 1 11 | 1 11 |
| Loins (Trimmed) .. | 1 7 | 1 8 |
| Forequarter Chops .. | 1 1 | 1 1 |
| Best End .. | 1 1 | 1 1 |
| Breast .. | 0 11 | 1 0 |
| Neck .. | 0 8½ | 0 9 |
| Shoulder .. | 1 0½ | 1 0½ |
| Rolled Forequarter .. | 1 3 | 1 3 |
| All other cuts not otherwise specified .. | 0 6 | 0 6 |
| Shanks .. | 0 8½ | 0 8½ |

Maximum Prices—Sales by Retail—continued.

| | Sales in Victoria other than Melbourne Metropolitan Area, Ballarat, or Geelong. | | Sales in Melbourne Metropolitan Area, Ballarat, and Geelong. | |
|--|---|----|--|----|
| | Per lb. | | Per lb. | |
| | s. | d. | s. | d. |
| VEAL— | | | | |
| Leg (Bone In) | 1 | 2 | 1 | 2 |
| Filletts | 1 | 3 | 1 | 3 |
| Cutlets | 1 | 3 | 1 | 3 |
| Loins | 1 | 2 | 1 | 2 |
| Loin Chops | 1 | 2½ | 1 | 2½ |
| Forequarter (Bone In) | 0 | 9 | 0 | 9 |
| Forequarter (Rolled) | 1 | 0 | 1 | 0 |
| All other cuts not otherwise specified | 0 | 6 | 0 | 6 |
| | <i>Each</i> | | <i>Each</i> | |
| | s. | d. | s. | d. |
| Knuckles | 0 | 5 | 0 | 5 |
| OFFAL MEATS— | | | | |
| | <i>Per lb.</i> | | <i>Per lb.</i> | |
| | s. | d. | s. | d. |
| BEEF— | | | | |
| Ox Tongues | 0 | 8 | 0 | 8 |
| Ox Tails | 0 | 8 | 0 | 8 |
| Hearts | 0 | 4½ | 0 | 4½ |
| Kidneys | 0 | 11 | 0 | 11 |
| Livers | 0 | 3 | 0 | 3 |
| Tripe (Cooked) | 0 | 8 | 0 | 6 |
| | <i>Each</i> | | <i>Each</i> | |
| | s. | d. | s. | d. |
| SHEEP AND LAMB— | | | | |
| Tongues | 0 | 2½ | 0 | 2½ |
| Livers | 0 | 6 | 0 | 6 |
| Kidneys | 0 | 2 | 0 | 2 |
| | <i>Per Set</i> | | <i>Per Set</i> | |
| | s. | d. | s. | d. |
| Brains | 0 | 3 | 0 | 3 |

Dated this 28th day of July, 1949.

J. F. WALDRON,
Prices Decontrol Commissioner.

Prices Regulation Acts.

PRICES REGULATION ORDER No. 84.

MILK—VICTORIA—COUNTRY AREAS.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Decontrol Commissioner, hereby make the following Order:—

1. This Order may be cited as Prices Regulation Order No. 84.
2. Prices Regulation Order No. 36 is hereby amended by omitting the First Schedule thereto and inserting in its stead the Schedule to this Order, which Schedule may be cited as the First Schedule to Prices Regulation Order No. 36.

THE SCHEDULE.

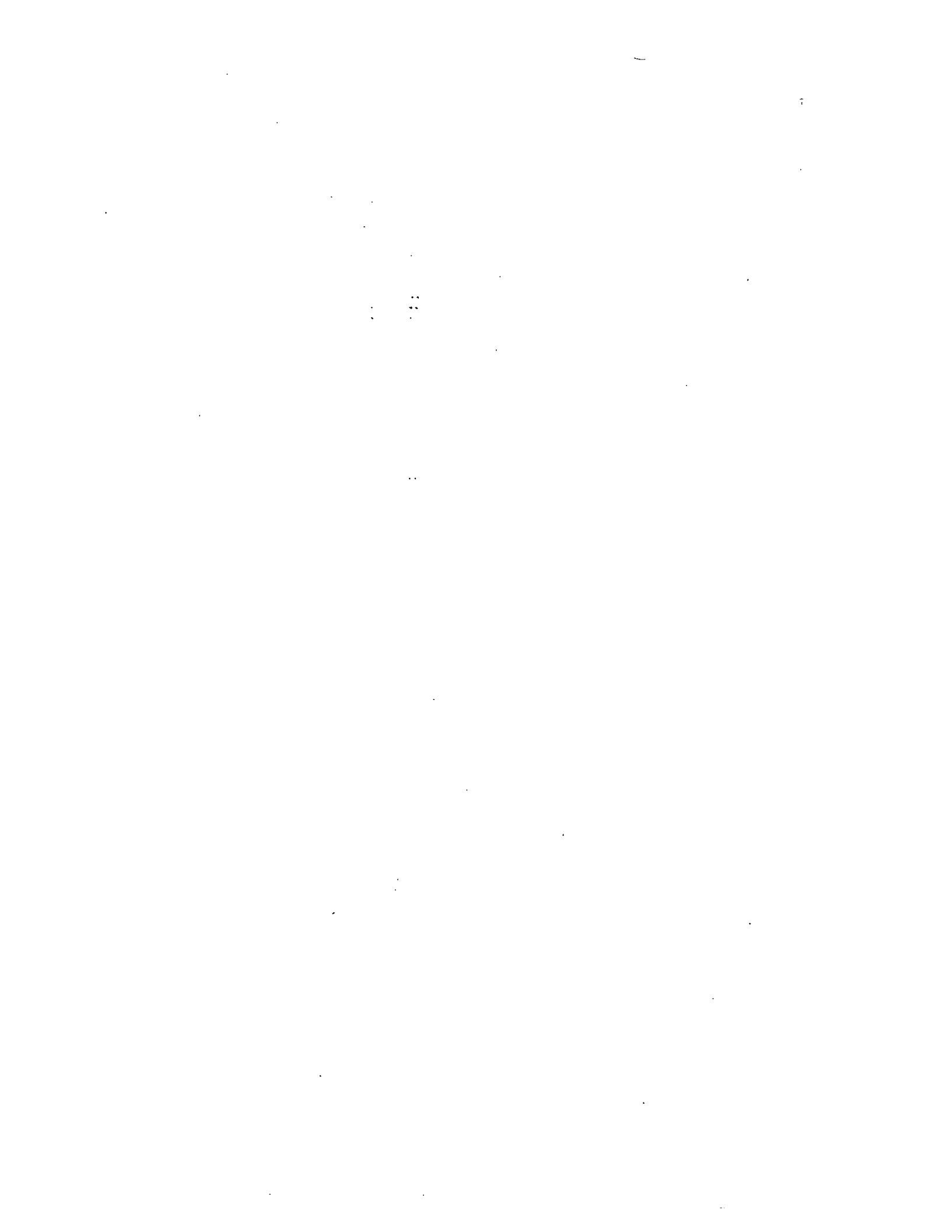
Which Schedule shall be substituted for and may be cited as the First Schedule to Prices Regulation Order No. 36.

| Area. First Column. | Sales to Retailers. | Sales by Semi-Wholesale. | Sales by Retail. |
|----------------------------|---------------------|--------------------------|------------------|
| | Second Column. | Third Column. | Fourth Column. |
| | Per Gallon | Per Gallon | Per Quart |
| | s. d. | s. d. | s. d. |
| Central Area | 1 8 | 2 2 | 0 9 |
| Gippsland Area | 1 8 | 2 2 | 0 9 |
| Western Area | 1 8 | 2 2 | 0 9 |
| North-Eastern Area | 1 8 | 2 2 | 0 9 |
| North-Central Area | 1 10 | 2 4 | 0 9½ |
| Northern Area | 1 10 | 2 4 | 0 9½ |
| Wimmera Area | 2 0 | 2 6 | 0 10 |
| Mallee Area | 2 2 | 2 8 | 0 10½ |

Dated this 1st day of August, 1949.

J. F. WALDRON,
Prices Decontrol Commissioner.

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





VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 628]

FRIDAY, AUGUST 5.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

NOTE.—This Determination applies to the following parts of Victoria, viz.:—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 which now has power "to determine the lowest prices or rates which may be paid to any persons employed—

- (a) in booksellers' or newsagents' shops,
- (b) in the trade of a wholesale bookseller or newsagent,
- (c) in a lending library conducted for profit,"

has made the following Determination, namely:—

1. That as on and from the 18th July, 1949, 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 40 hours. | | Per week of 40 hours. | | | |
| | Males. | Females. | Within the Metropolitan District. | | All other parts of Victoria where this Determination applies. | |
| | <i>s. d.</i> | <i>s. d.</i> | Males. | Females. | Males. | Females. |
| 15 years of age or under | 39 0 | 34 0 | | | | |
| 16 years of age | 47 0 | 42 6 | | | | |
| 17 years of age | 60 0 | 52 0 | | | | |
| 18 years of age | 76 6 | 60 6 | | | | |
| 19 years of age | 94 6 | 70 0 | | | | |
| 20 years of age | 113 6 | 78 6 | | | | |
| PROPORTIONS (by any employer). | | | | | | |
| Apprentices. | | | | | | |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | | | | |
| An indenture of apprenticeship has been prescribed by the Board. | | | | | | |
| Improvers. | | | | | | |
| Two improvers to each adult worker receiving not less than 14s. 6d. per week of 40 hours in the case of a male adult and 8s. 6d. per week of 40 hours in the case of a female adult. | | | | | | |
| | | | WAGES. | | | |
| | | | Within the Metropolitan District. | | All other parts of Victoria where this Determination applies. | |
| | | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| | | | | | | |
| | | | DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage— | | | |
| | | | Where two such persons are under his or her control | | | |
| | | | 175 6 | 130 0 | 175 6 | 130 0 |
| | | | Where three or more such persons are under his or her control | | | |
| | | | 186 0 | 144 0 | 186 0 | 144 0 |
| | | | All Others. | | | |
| | | | (a) Employed in connexion with the sale or distribution of newspapers— | | | |
| | | | 152 6 | 93 6 | 149 6 | 88 6 |
| | | | (b) Employed at any other work— | | | |
| | | | 160 0 | 97 0 | 157 0 | 91 6 |

OVERTIME.

3. (a) 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.

(b) Any employee who is required to work between noon and 4 p.m. on any Saturday shall be paid for such work at the rate of double time.

TIME WAGES.

4. (a) (This clause shall not apply to an employee at a Railway Bookstall sub-let to a newsagent.) 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 at the ordinary wage rate with an addition of 33½ per cent. and thereafter the ordinary wage rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing annual holidays and sick leave under this Determination.

(b) An employee at a Railway Bookstall sub-let to a newsagent who works less than 40 hours in any week shall only be entitled to be paid *pro rata* according to the number of hours worked.

HOLIDAYS.

5. (Nothing in this clause shall apply to any employee who is required to work on any day mentioned therein in connexion with the sale or distribution of newspapers.) Employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, and Boxing Day, 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, this condition shall only apply for the day so substituted.

Any employee who is required to work on any day mentioned in this clause shall receive double time for such work.

MEAL MONEY.

6. Any employee who is required to work overtime in excess of one hour on any day shall receive an allowance of 2s. 6d. as meal money in addition to the rates provided in clause 3.

ANNUAL HOLIDAY.

7. 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.

8. (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—3½ 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.

9. Employees shall be entitled to meal intervals as follows:—

| | | |
|---|---------|---|
| (a) Between the 7th December and the 24th December in each year—three-quarters of an hour | | } Between the hours of 11.45 a.m. and 2.45 p.m., and on a late trading night between the hours of 5 p.m. and 7 p.m. |
| (b) At any other period of the year—one hour | | |

TERMINATION OF EMPLOYMENT.

10. 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.

11. Employees shall be paid weekly on a regular pay day other than a Friday or a Saturday.

REST PERIOD.

12. A rest interval of ten minutes shall be given to all employees during each morning and afternoon, and shall be counted as time worked.

BICYCLE ALLOWANCE.

13. If an employee is required to use his own bicycle in the business of his or her employer, an allowance of 6d. per day or part thereof shall be made for such use.

TIME AND WAGES RECORD.

14. Employers shall keep a Time and Wages Record, showing the name, age, and sex of each employee, the number of hours worked each day and each week, and the wages and overtime payments (if any) to each such employee. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees Federation of Australia (Victorian-Tasmanian Branch).

REFERENCE.

15. On an employee being dismissed or leaving his or her employment he or she shall be entitled to and shall receive from the employer a reference stating length of service and qualifications. This reference must be given to the worker immediately on the termination of his or her employment.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for adult males 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 as prescribed by clause 17.

Provided that the wages of other employees 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. | |
| Within the area to which this Determination applies .. | 5 19 0 | 6 0 | 6 5 0 | Melbourne |

ADJUSTMENT OF BASIC WAGE.

17. (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 16.

(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, 18th July, 1949.

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 629]

FRIDAY, AUGUST 5.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

NOTE.—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.

2. 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—

- (a) any article of men's or boys' clothing (whether made to order or otherwise), mercery, or wearing apparel, including underclothing, hats, and caps;
(b) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing," has made the following Determination, namely:—

1. That, as on and from the 18th July, 1949, 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 40 Hours. | | | * Wages per Week of 40 Hours. | | |
| Age. | Females Employed in Dress, Manchester, Drapery Furnishings, Prints, Silks, or Men's Clothing Departments, and All Males. | Other Females. | | Within the Metropolitan District. | Outside the Metropolitan District wherever this Determination applies. |
| | s. d. | s. d. | Males. | s. d. | s. d. |
| Under 15 years of age | 41 0 | 34 0 | Manager (other than department manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop | 182 6 | 182 6 |
| At 15 " " " | 41 0 | 34 0 | Department manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department | 172 6 | 172 6 |
| " 16 " " " | 49 6 | 41 0 | Person in charge of an order tailoring establishment | 176 6 | 176 6 |
| " 17 " " " | 63 6 | 50 0 | | | |
| " 18 " " " | 80 0 | 62 0 | | | |
| " 19 " " " | 99 0 | 71 6 | | | |
| " 20 " " " | 124 0 | 83 6 | | | |

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all Juniors.

| Apprentices or Improvers. | Other Employees. | |
|---|--|--|
| | * Wages per Week of 40 Hours. | |
| PROPORTION (in any Shop or Place). | Within the Metropolitan District. | Outside the Metropolitan District wherever this Determination applies. |
| APPRENTICES. | <i>Males.</i> | |
| <i>Males.</i> | <i>s. d.</i> | <i>s. d.</i> |
| One male apprentice to every three or fraction of three male workers receiving not less than 157s. per week of 40 hours. | Pattern-men, assemblers, or salesmen .. 162 0 | 157 0 |
| <i>Females.</i> | Canvassers, who are in any way connected with the sale of goods .. 165 0 | 165 0 |
| One female apprentice to every three or fraction of three female workers receiving not less than 102s. per week of 40 hours. | Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods .. 165 0 | 165 0 |
| An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924. | Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department .. 161 6 | 161 6 |
| IMPROVERS. | Packers or storemen .. 157 0 | 157 0 |
| <i>Males.</i> | Porters .. 149 0 | 149 0 |
| One male improver to every male person receiving not less than 157s. per week of 40 hours. | All others .. 162 0 | 157 0 |
| <i>Females.</i> | <i>Females.</i> | |
| Two female improvers to one female person .. } receiving not | Managers (other than department managers), i.e., a person entrusted with the control or superintendence of a shop stocking frocks, dress or Manchester goods, drapery furnishing, prints, silks, men's clothing, or female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop .. 176 6 | 176 6 |
| Four female improvers to two female persons, and thereafter— } less than 102s. | Department or section managers— | |
| One female improver to each additional female person } 40 hours. | (a) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing, departments, or section thereof, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof .. 168 0 | 168 0 |
| Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed. | (b) In control of three or more saleswomen 21 years of age or over in any other department, or section thereof notwithstanding she does not devote his whole time to the management of such department or section thereof .. 124 6 | 122 6 |
| | Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments .. 162 0 | 157 0 |
| | Other saleswomen or pattern women, or assemblers .. 106 6 | 102 0 |
| | Packers .. 147 6 | 147 6 |
| | Canvassers who are in any way connected with the sale of goods .. 106 6 | 106 6 |
| | Porters .. 147 6 | 147 6 |
| | All others .. 106 6 | 102 0 |

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

DETERMINATION TO BE AVAILABLE FOR INSPECTION.

3. An employer shall cause to be kept in a conspicuous place, a copy of this Determination, on each floor of a building where work covered by this Determination is being performed. Such copy of the Determination shall readily be available for inspection at any time.

FLOOR SUPERVISORS, FLOOR WALKERS AND/OR SUPERINTENDENTS.

4. Floor supervisors, floor walkers and/or superintendents shall be paid 5 per centum over and above the rate fixed for persons 21 years or over, provided that any person acting as floor supervisor, floor walker and/or superintendent for less than 20 hours in any one week shall not be entitled to the additional 5 per centum.

TIMES OF BEGINNING AND ENDING WORK.

| | Time of Beginning. | Time of Ending. |
|---|--------------------|-----------------|
| 5. On the usual half-holiday | 9.5 a.m. | noon. |
| On the other working days of the week | 9.5 a.m. | 5.30 p.m. |

OVERTIME.*

6. The following rates shall be paid for all work done:—
- (a) By persons (including apprentices and improvers) employed as salesmen or saleswomen—
 - (1) Before 9 a.m. Five times the ordinary rate.
 - (2) Outside the times of ending work Double time.
 - (3) Within the times of beginning and ending work in excess of 40 hours Double time.
 - (b) By all other persons (1) Outside the times of beginning and ending work Double time.
 - (2) Within the times of beginning and ending work in excess of 40 hours Double time.

* 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.

Section 105, however, makes it an offence for an employer to detain an employee later than half an hour on a half-holiday.

Note.—Section 174 of the Factories and Shops Acts provide that where any person is employed to perform two or more classes of work to which a rate fixed by a Wages Board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

MEAL MONEY.

7. Any employee required to work after the usual finishing hour of work or before the usual commencing hour of work beyond one hour shall be paid not less than 2s. 6d. meal money in addition to the overtime rates as prescribed for in this Determination.

TIME RATE.

8. 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.

Provided that no person shall be employed for less than four consecutive hours on any one working day between the hours of 9 a.m. and 6 p.m. on Monday to Friday or for less than 2 hours 55 minutes on Saturday.

Provided further that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing annual holidays and sick leave under this Determination.

MEAL INTERVALS.

9. All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals viz. :—

- From Monday to Friday, one hour for lunch between noon and 3 p.m.

REST PERIOD.

10. All employees shall be allowed two rest intervals on each day (Monday to Friday inclusive) 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.

TERMINATION OF EMPLOYMENT.

11. Except in a case where an employee or an employer has been guilty of misconduct, or where an employee has been engaged temporarily for a period not exceeding six weeks in duration, 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.

NOTICE OF INTENTION TO RATION.

12. Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

ANNUAL HOLIDAY.

13. 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.

14. (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—3½ 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.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

15. The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—

- Sunday Double time.
 New Years Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, Boxing Day, 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 Double time.

Easter Saturday—

- (a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne Five times the ordinary rate.
 (b) In all other places where this Determination applies Double time.

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 day so substituted.

BICYCLE ALLOWANCE.

16. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 1s. 6d. per week in addition to the ordinary wage shall be paid to such employee.

REFERENCE.

17. 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. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

TIME AND WAGES RECORDS.

18. 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.

PAYMENT OF WAGES.

19. All wages due shall be paid not later than Thursday in each week, and must be paid during working hours.

PERIODICAL ADJUSTMENT OF WAGES.

20. 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 21.

Provided that the wages of employees receiving less than the amount of the total basic wage 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. | |
| Victoria | 5 19 0 | 6 0 | 6 5 0 | Melbourne |

ADJUSTMENT OF BASIC WAGE.

21. (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 20.

(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, 18th July, 1949.