



VICTORIA GOVERNMENT GAZETTE.

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[1951

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 in December, 1950, 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.	
—	Percentage of Basic Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	(In any shop or place.)	
					s. d.	s. d.
1st year ..	21	34 0	0 6	34 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 year ..	28	45 6	0 6	46 0		
3rd year ..	38	61 6	1 0	62 6		
4th year ..	47	76 0	1 0	77 0		
5th year ..	69	112 0	2 0	114 0		

(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.				
—	Percentage of Female Basic Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
16 years of age ..	26	31 6	0 6	32 0
17 years of age ..	41	50 0	0 6	50 6
18 years of age ..	45	54 6	1 0	55 6
19 years of age ..	55	67 0	1 0	68 0
20 years of age ..	63	76 6	1 0	77 6

(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	14 14 0	6 0	15 0 0	12 13 6	6 0	12 19 6
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	13 7 6	6 0	13 13 6	11 7 0	6 0	11 13 0
Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist	12 1 6	6 0	12 7 6	10 1 0	6 0	10 7 0
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	9 17 0	3 0	10 0 0	7 16 6	3 0	7 19 6
Shop Assistant i.e., a female employee engaged in selling medicines, drugs, or medicinal preparations, but not engaged in dispensing or compounding same	6 14 0	3 0	6 17 0

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.

TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
3. (a) On the day on which the usual half holiday is locally observed	8.30 a.m.	12.10 p.m.
(b) On the other working days of the week	8.30 a.m.	5.40 p.m.

OVERTIME.

4. Overtime shall be paid for as follows:—

- (a) within the times of beginning and ending work in excess of 40 hours in any week, time and a half for the first 4 hours and double time thereafter;
- (b) outside the times of beginning and ending work, time and a half for the first 2 hours and double time thereafter.

SPECIAL RATES.

5. (a) Double time 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, Boxing Day and within the Metropolitan District as defined in the Factories and Shops Acts, after 12 noon on Show Day and Melbourne Cup 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.
- (c) If any additional day be proclaimed by Act of Parliament or proclamation to be a general public holiday throughout the State of Victoria it shall be deemed to be included with those prescribed in sub-clause (b) hereof.

ANNUAL HOLIDAY.

6. 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.

7. (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.

8. Where an employee is required to wear, when at work, a washable uniform the laundering of which is not paid for by the employer, such employee shall be paid 4s. per week, in addition to the ordinary rate.

RELIEVERS.

(a) Definition.

9. A reliever is a temporary employee who is called upon to relieve any qualified pharmaceutical chemist or chemists during his, her or their absence from work for any cause for a period of not less than three consecutive working days, or not more than two months.

(b) Wages and Allowances.

A reliever shall be paid not less than the appropriate ordinary rate prescribed in clause 2 for the class of work done (calculated *pro rata* for any period less than one week) with an addition of 7½ per centum. Provided that a relieving Pharmaceutical Chemist called upon to relieve the proprietor or manager of a chemist's shop shall be deemed to be a Manager Pharmaceutical Chemist whilst so required to act.

(c) *Distant Jobs.*

Where a reliever cannot conveniently return to his or her home on completion of each day's work he or she shall have reasonable accommodation arranged and paid for by the employer, or alternatively be paid 12s. 6d. per day for a period of less than one week's duration, or £3 per week for a longer period of employment. In addition he or she shall be entitled to be re-imbursed fares necessarily expended in travelling to the job, and in returning to his or her home town on its completion. Such fares shall be first class rail, plane, or road travel whichever may apply at the discretion of the employer.

(d) *Travelling Time.*

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 or her home town whichever is the nearer.

CASUAL WORK.

10. Any person other than a reliever employed for less than the number of hours fixed for an ordinary week's work shall be paid as follows:—

- (a) For each hour worked up to 20 hours in any week, the ordinary wages rate with an addition of twenty per centum subject to a minimum payment for 4 hours work on any one day.
- (b) For each hour worked beyond 20 hours aforesaid, the ordinary wages rate with an addition of seven and a half per centum up to but not exceeding the ordinary wages rate for an ordinary week's work.
- (c) Notwithstanding anything contained in this clause, if an employee be not readily available to work the number of hours required by an employer, he or she shall be entitled to be paid only *pro rata* based on the ordinary rates prescribed in clause 2 hereof.

TERMS OF EMPLOYMENT.

11. Except as provided in clauses 9 and 10 hereof, employment shall be by the week and a weekly employee who is ready, available, and willing to work the number of hours prescribed for a week's work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked, not exceeding 40. Provided, however, that such an employee not attending for duty, except as provided by clause 7 hereof shall lose his or her pay for the actual time of such non-attendance.

MEAL BREAK.

12. A meal break of 60 minutes daily (Monday to Friday) shall be allowed to each employee provided that by mutual agreement between an employer and his employee such meal break may be extended to not more than 75 minutes or reduced to not less than 30 minutes.

REST PERIOD.

13. Each employee shall be allowed a tea period of ten minutes each morning and afternoon (Monday to Friday inclusive) at times convenient to the employer, provided that such periods be not less than one hour from such employee's regular meal break or from his or her starting or finishing time. During any such periods an employee shall not be entitled to leave the premises without the permission of the employer.

PAYMENT OF WAGES.

14. 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.

15. 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.

LEAVE FOR APPRENTICES.

16. Where an apprentice requires leave of absence for private study for the Pharmacy Board intermediate and/or final examinations, this shall be granted from Monday to Thursday (inclusive) in the week preceding such examinations, without pay.

TERMINATION OF EMPLOYMENT.

17. 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.

18. The adult male 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 by the same amount and at the same time as such basic wage as prescribed in clause 19.

Basic Wage.

Place.	Basic Wage (Adjustable). £ s. d.	Index Number Set Assigned.
Within the area to which this Determination applies	8 2 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

19. (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, 1951, the amount of the Basic Wage shall be as prescribed in clause 18.

(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 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 .103 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.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices and juvenile workers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 4th December, 1950.

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