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[1954

*Factories and Shops Act 1928 (No. 3677).*

DETERMINATION OF THE SHOPS BOARD No. 22 (MOTOR REQUISITES).

NOTES.—(a) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the *Factories and Shops Act 1928 (No. 3677)* and the Orders in Council thereunder extending such Metropolitan District: the cities of Ballarat, Bendigo, and Warrnambool, and the boroughs of Eaglehawk and Sebastopol.

(b) On the 9th December, 1930, the Shops Board No. 18 (Miscellaneous Shops) was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of a seller by retail of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, and such power was conferred exclusively on the Shops Board No. 22 (Motor Requisites).

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)* 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 trade of a seller by retail of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, has made the following Determination, namely:—

1. That as from the 11th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.			PROPORTION (in any Shop).	
<i>Male or Female.</i>				
	Percentage of Basic Wage.	<i>s. d.</i>		
15 years of age or under	28	66 6	<p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three persons receiving not less than the minimum wage.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>Two improvers to every worker receiving not less than the minimum wage.</p>	
16 years of age	38	90 0		
17 years of age	52	123 0		
18 years of age	66	156 6		
19 years of age	86	204 0		
20 years of age	100+	242 0		
	5s.			

ALL OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>
Manager of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department)	274 0	250 6
Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit	254 0	215 6
Other salesman or saleswoman	274 0	250 6

## HOURS OF WORK.

3. The hours of work shall be 40 per week, to be worked between 7 a.m., and 6 p.m. on Monday to Friday (inclusive), and 7 a.m., and 1 p.m. on Saturday.

## OVERTIME.

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

(b) When an employee is required to work more than one hour's overtime after the usual time of ceasing work for the day, he shall be paid 5s. meal money in addition to the prescribed overtime rate; but such payment need not be made to an employee living within one mile of his place of employment who can reasonably return home for a meal.

(c) A worker on a five days' week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate.

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

## SUNDAYS AND HOLIDAYS.

5. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, after 1 p.m. on Melbourne Cup and Melbourne Show Days.

If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this rate shall be payable for work done only on the day so substituted.

All employees shall be entitled to the above-named holidays without deduction of pay.

5A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 5 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

## TERMINATION OF EMPLOYMENT.

6. Seven days' notice of termination of employment shall be given by either employer or employee.

## ANNUAL LEAVE.

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.

## SICK PAY.

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— $3\frac{1}{2}$  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, provided an employee remains in the service of the employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 11th October, 1948, shall be disregarded. No employer shall terminate the services of an employee during a period of sick leave with the object of avoiding his obligations under this sub-clause.

## MEAL INTERVAL.

9. A meal interval not exceeding one hour shall be allowed between the hours of noon and 2 p.m. (Monday to Friday inclusive).

## REST PERIOD.

10. A rest period of 10 minutes each morning and afternoon (Monday to Friday inclusive) shall be granted to each employee, such time to be counted as time worked.

## BICYCLE ALLOWANCE.

11. Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance of 1s. for each day or part thereof upon which he is so required to use such bicycle.

## CLOTHING ALLOWANCE.

12. (a) Any employee who is required to wear, when at work, a washable outer garment, the laundering and purchase of which is not paid for by the employer, shall be paid 7s. 6d. per week in addition to the ordinary wage.

(b) Where the employer provides or loans the garment and the employee is responsible for the laundering of it he shall be paid 3s. 6d. per week in addition to the ordinary wage.

## STANDING DOWN EMPLOYEE.

13. 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.

## FIRST-AID OUTFIT.

14. In each shop where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an adequate first-aid outfit.

## PERIODICAL ADJUSTMENT OF WAGES.

15. The wages of adult males 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 by clause 16.

*Basic Wage.*

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	<i>£ s. d.</i> 11 17 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, 1954, the amount 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 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 or improvers 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, 11th December, 1953.

