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Labour and Industry Acts.

AMENDING DETERMINATION OF THE HOSPITAL EXECUTIVES BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Labour and Industry 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 full time as an executive officer (namely, a secretary, an assistant secretary, a chief clerk, or an accountant) in or in connexion with any hospital or benevolent home registered pursuant to the *Hospital and Charities Act 1928*, and any amendments thereto" has made the following Determination, namely:—

That on the 1st December, 1955, the Determination made on the 7th June, 1955, and published in *Government Gazette* No. 562 of the 22nd July, 1955, shall be amended by deleting clause 10 and inserting in lieu thereof the following:—

LONG SERVICE LEAVE.

10. (a) An officer who has been in the service of one or more Institutions (including any statutory body directly associated with such Institution or Institutions) for a cumulative period of 20 years in the case of a male and 15 years in the case of female shall be entitled to six months' long service leave in accordance with the following provisions:—

- (i) Where an officer has completed more than fifteen or twenty years' service (as the case may be) and his employment is terminated by the employer for any cause other than serious and wilful misconduct or by the employee on account of illness, incapacity or domestic or any other pressing necessity where such illness, incapacity or necessity is of such nature as to justify such termination, there shall be added to any long service leave or payment in lieu thereof due to him a *pro rata* amount for all service in excess of fifteen or twenty years (as the case may be).
  - (ii) Upon the death from any cause of an officer, who, at the date of his death was eligible for the grant of long service leave, the Committee shall pay to the legal representative of the deceased officer the amount that the officer would have been entitled to receive had he retired immediately prior to the date of his death.
  - (iii) Long service leave shall be granted as soon as practicable after an employee becomes entitled thereto, having regard to the needs of the employer's establishment but the taking of such leave may be postponed to such date as is mutually agreed, or, in default of agreement, as the Industrial Appeals Court directs.
- (b) In the case of an officer who has completed at least ten years' service but less than twenty years in the case of a male officer and at least ten years' service but less than fifteen years in the case of a female officer with his or her employer and whose employment is terminated—
- (i) by the employer for any cause other than serious and wilful misconduct: or
  - (ii) by the officer on account of illness, incapacity, or domestic or any other pressing necessity where such illness, incapacity or necessity is of such nature as to justify such termination—
- such amount of long service leave as equals one-eightieth of the period of continuous employment.
- (c) Any officer retiring or resigning after the 1st April, 1949, shall be entitled to the benefits of this clause provided he has had not less than fifteen or twenty years' service (as the case may be).

(d) For the purposes of this clause the following definitions apply:—

“Service” shall mean service calculated as from the date of first commencing employment with an Institution (including any statutory body directly associated with such Institution or Institutions) and shall include all periods during which an officer was serving in His Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the Institution or statutory body as the case may be.

“Salary” shall mean the officer's salary or wage (exclusive of overtime or other allowance) at the time leave is taken, or immediately prior to the officer leaving the service or death of the officer (as the case may be).

“Committee” shall mean the Committee or Governing Body of the Hospital or Benevolent Home in which the officer is employed.

Words importing the masculine gender only shall include the feminine gender.

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

J. V. WILLOX, Secretary.

Melbourne, 17th February, 1956.