



VICTORIA GOVERNMENT GAZETTE

Published by Authority.

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

No. 126.]

THURSDAY, AUGUST 24.

[1911.]

Factories and Shops Acts.

DETERMINATION OF THE BOOT DEALERS BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business of—

A seller of boots, shoes, or slippers (being a business usually or frequently carried on in a shop), has made the following Determination, viz. :—

- (1) That this Determination shall come into force on the 11th day of September, 1911.
- (2) That the lowest rates of wages to be paid to the following persons shall be—

MALES.			
Departmental Managers	90s.		per week of 50 hours.
Managers of Branch Stores	63s.		" "
Senior Assistants—			
23 years of age	45s.		" "
24 years of age and over	50s.		" "
Persons 21 years of age and over, employed as cashiers or in the country Order Office (other than packers or porters)	37s. 6d.		" "
Persons employed in the Parcels Office, or as packers, porters, or storemen—			
21 years of age	35s.		" "
22 " "	40s.		" "
23 " "	45s.		" "
24 " " and over	50s.		" "
Persons 21 years of age or over, employed as sweepers	42s. 6d.		" "
Persons under 21 years of age (other than apprentices or improvers) employed in the Parcels Office, or as cashiers, packers, porters, storemen, message boys, or sweepers—			
15 years of age	10s.		" "
16 " "	10s.		" "
17 " "	15s.		" "
18 " "	20s.		" "
19 " "	25s.		" "
20 " "	30s.		" "

FEMALES.

Departmental Managers	90s.	per week of 50 hours.
Managers of Branch Stores	63s.	" "
Assistants or Cashiers—		
21 years of age	22s. 6d.	" "
22 " "	25s.	" "
23 " and over	27s. 6d.	" "
Cashiers under 21 years of age (other than apprentices or improvers)—		
15 years of age	7s. 6d.	" "
16 " "	10s.	" "
17 " "	12s. 6d.	" "
18 " "	15s.	" "
19 " "	17s. 6d.	" "
20 " "	20s.	" "

APPRENTICES.

NUMBER.

Males.

(3) That the number of male apprentices who may be employed within any shop shall be one apprentice to every three or fraction of three male persons employed, and receiving not less than 35s. per week.

Females.

That the number of female apprentices who may be employed within any shop shall be one apprentice to every three or fraction of three female persons employed, and receiving not less than 22s. 6d. per week.

IMPROVERS.

NUMBER.

Males.

(4) That the number of male improvers who may be employed in any shop shall be as follows:—

2 male improvers to 1 person receiving not less than 50s. per week of 50 hours.
4 " " 2 or 3 " " " " " "
5 " " 4 " " " " " "

and thereafter one male improver to each additional person receiving not less than 50s. per week of 50 hours. Provided that one female improver in lieu of one male improver may be employed.

Females.

That the number of female improvers who may be employed in any shop shall be as follows:—

2 female improvers to 1 female not being a Branch Manager or Departmental Manager, receiving not less than 27s. 6d. per week of 50 hours.
2 " " 2 " " " " " "
3 " " 3, 4, 5, or 6 " " " " "
4 " " 7, 8, or 9 " " " " "
5 " " 10 or 11 " " " " "
6 " " 12 " " " " "

and thereafter two female improvers to each additional three females not being Branch Managers or Departmental Managers, receiving not less than 27s. 6d. per week of 50 hours. Provided that one male improver in lieu of one female improver may be employed.

MALE APPRENTICES OR IMPROVERS.

WAGES.

(5) That the lowest prices or rates of payment payable to male apprentices or improvers shall be—

15 years of age	10s.	per week of 50 hours.
16 " "	10s.	" "
17 " "	15s.	" "
18 " "	20s.	" "
19 " "	25s.	" "
20 " "	30s.	" "
21 " "	35s.	" "
22 " "	40s.	" "

(6) That when male apprentices or improvers commence at 17 years of age or over, the lowest prices or rates of payment shall be—

Commencing at 17 years of age—			
17 years of age .. .. .	..	..	12s. 6d. per week of 50 hours.
18 .. .. .	..	..	20s.
19 .. .. .	..	..	25s.
20 .. .. .	..	..	30s.
21 .. .. .	..	..	35s.
22 .. .. .	..	..	40s.
Commencing at 18 years of age—			
18 years of age .. .. .	..	..	15s.
19 .. .. .	..	..	25s.
20 .. .. .	..	..	30s.
21 .. .. .	..	..	35s.
22 .. .. .	..	..	40s.
Commencing at 19 years of age—			
19 years of age .. .. .	..	..	17s. 6d.
20 .. .. .	..	..	27s. 6d.
21 .. .. .	..	..	35s.
22 .. .. .	..	..	40s.
Commencing at 20 years of age—			
20 years of age—			
1st 6 months .. .. .	..	..	17s. 6d.
2nd 6 months .. .. .	..	..	25s.
21 years of age—			
1st 6 months .. .. .	..	..	30s.
2nd 6 months .. .. .	..	..	35s.
22 years of age—			
1st 6 months .. .. .	..	..	37s. 6d.
2nd 6 months .. .. .	..	..	40s.

FEMALE APPRENTICES OR IMPROVERS.

WAGES.

(7) That the lowest prices or rates of payment payable to female apprentices or improvers shall be—

15 years of age .. .. .	..	..	7s. 6d. per week of 50 hours.
16 .. .. .	..	..	10s.
17 .. .. .	..	..	12s. 6d.
18 .. .. .	..	..	15s.
19 .. .. .	..	..	17s. 6d.
20 .. .. .	..	..	20s.

(8) That when female apprentices or improvers commence at 17 years of age or over, the lowest prices or rates of payment shall be—

Commencing at 17 or 18 years of age—			
17 or 18 years of age .. .. .	..	..	12s. 6d. per week of 50 hours.
19 years of age .. .. .	..	..	17s. 6d.
20 .. .. .	..	..	20s.
Commencing at 19 years of age—			
19 years of age .. .. .	..	..	12s. 6d.
20 .. .. .	..	..	20s.
Commencing at 20 years of age—			
20 years of age—			
1st 6 months .. .. .	..	..	12s. 6d.
2nd 6 months .. .. .	..	..	17s. 6d.
21 years of age—			
1st 6 months .. .. .	..	..	20s.
2nd 6 months .. .. .	..	..	22s. 6d.
22 years of age—			
1st 6 months .. .. .	..	..	22s. 6d.
2nd 6 months .. .. .	..	..	25s.

OVERTIME.

(9) That any employé who works in any week for any time in excess of 50 hours as fixed by this Determination shall be paid for such extra time at the rate of time and a half.

CASUAL LABOUR.

(10) That casual employés, i.e., employés engaged for less than one week's continuous work, shall be paid at the rate of time and a half.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(11) That the special price or rate of payment payable to any person for all work done on the following days shall be—

(a) Sundays, at the rate of double time ;

(b) Good Friday and the following Saturday,

Easter Monday,

The 26th day of January,

New Year's Day,

Eight Hours Day,

Prince of Wales' Birthday,

King's Birthday,

Christmas Day,

Boxing Day,

at the rate of time and a half.

Or such other day as may be observed as a Public Holiday in lieu thereof,

DEFINITIONS.

(12) "Managers of Branch Stores" shall mean persons for the time being intrusted with the control or superintendence of a shop generally known as a Branch Shop (the proprietor of which is trading under his own or a different name), notwithstanding such Manager may be under the order of a superior who does not devote the whole of his time to the management of the said Branch Shop.

"Departmental Managers" shall mean persons intrusted with the control or superintendence of a Boot Department (under the proprietor or a general manager) where boots, shoes or slippers are sold, in any shop, store, or universal providing firm selling other classes of goods besides boots.

E. S. HUGHES,
Chairman.

Melbourne, 10th August, 1911.