

# VICTORIA

# GOVERNMENT GAZETTE

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No. 181.]

THURSDAY, DECEMBER 10.

[1914.

# IN THE COURT OF INDUSTRIAL APPEALS.

Determination of the Court of Industrial Appeals on the Appeal of a group of employers and the Appeal of the majority of representatives of employés against the Determination of the Commercial Clerks Board.

# WEDNESDAY THE 2ND DAY OF DECEMBER 1914.

Before His Honour Mr. Justice Cussen.

THE above-mentioned Appeals coming on for hearing before this Court on September 28th and 30th and October 1st. 12th 13th 14th 15th 16th 19th 20th 21st 22nd 23rd 26th 27th and 28th and November 6th 9th 10th 11th 23rd and 30th and this day: Upon reading the respective Notices of Appeal and the References of such Appeals to this Court and Upon Hearing the witnesses called on behalf of and what was alleged on behalf of the said group of employers and the said majority of the representatives of employés this Court doth Order and Determine that:—

1. This Determination shall come into force and be operative on and after the 14th day of December 1914.

# GENERAL RATES OF WAGES.

2. Subject to the provisions hereinafter contained the lowest rates of wages to be paid to any person or persons or classes of persons (other than persons employed by any Banking Company Insurance Company Building Society Friendly Society Trustee Company Barrister or Solicitor) employed in connexion with some trade or business as a clerk collecting clerk time keeping clerk despatch clerk store clerk weighing clerk cashier typewriter stenographer or book-keeper shall be:—

# PROPORTION OF APPRENTICES.

. 3. The number of apprentices who may be employed shall be one apprentice to every two workers for fraction thereof receiving not less than the minimum wage.

### PROPORTION OF IMPROVERS.

4. The number of improvers who may be employed shall be :---

One improver to one or two ...
Two improvers to three or four ...
Three improvers to five or six ...
And thereafter one improver to every three or fraction of three

Workers who if males are receiving not less than 50s. per week or if females are receiving not less than 33s. per week.

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# WAGES OF APPRENTICES. .

5. The lowest rates per week of 48 hours to be paid to apprentices shall be :-

					Males.	Fomales.	
1st y	1st year's experience				 12s.	 12s.	
2nd	,,	- ,, .			 16s.	 16s.	
3rd	,,	23			 24s.	 20s.	
$4  ext{th}$	,,	,,			 32s.	 24s.	
5th		**	and until	full age	 40s.	 28s.	

#### WAGES OF IMPROVERS.

6. The lowest rates per week of 48 hours to be paid to improvers shall be :-

						Typewriters or	r Stenographers.	All Others,		
					<del>.</del>		Males.	Females.	Males.	Females.
	ear's	experience					20s.	20s.	14s.	14s.
2nd	,,	,,					26s.	24s.	20s.	18s.
Brd	"	"					32s.	26s.	26s.	22s.
th	,,	,,					38s.	28s.	34s.	26s.
ith	,,	,,	and until full	age			44s.	30s.	44s.	30s.

JUVENILE WORKERS OTHER THAN APPRENTICES OR IMPROVERS.

7. In cases where only one person coming within the scope of this Determination is employed and such person is under 21 years of age and in cases where a person is employed in connexion with copying work for a directory and such person is under 21 years of age the lowest rate of wages per week of 48 hours to be paid to such person in either of such cases shall be the rate fixed for an improver male or female (as the case may be) of the like experience.

#### OVERTIME.

8. The rate to be paid to a person for any time in excess of 48 hours per week shall be at the rate of time and a half.

## CASUAL WORK.

9. The rate to be paid to a person doing casual work that is to say a person employed less than 24hours per week shall be at the rate of time and a half.

# SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

10. The special rate to be paid to a clerk or cashier employed in an hotel or restaurant shall be at the rate of time and a half and the special rate to be paid any other person shall be at the rate of doubletime for all work done on-

Sundays

New Year's Day

Foundation Day (26th January)

Good Friday

Easter Monday

Eight Hours Day (21st April) King's Birthday (3rd June)

Christmas Day and

Boxing Day

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rates shall only be payable for work done on the day so substituted.

Provided that this clause shall not apply to-

Receiving clerks or punch-checking clerks (employed in tramway sheds or tramway offices)

Counter clerks entering clerks cashiers label or despatch clerks [employed in daily newspaper . offices.

By the Court,

J. W. O'HALLORAN,

Registrar.

The above Determination of the Court of Industrial Appeals is hereby published by the Minister of Labour pursuant to sub-section (1) of Section 178 of the Factories and Shops Act 1912 No. 2386.

> A. J. PEACOCK, Minister of Labour. 9th December, 1914.