



VICTORIA  
GOVERNMENT GAZETTE.

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TUESDAY, JUNE 20.

[1916.]

*Factories and Shops Act 1915.*

DETERMINATION OF THE GROCERS BOARD.

IN accordance with the provisions of the *Factories and Shops Act 1915*, 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 grocer, including a seller of tea, has made the following Determination, namely:—

1. That the previous Determinations of this Board are hereby amended and such amendments shall come into force and be operative on and after the 21st day of July, 1916.

The Determination and amendments are printed hereunder.

2. That the lowest rates of wages to be paid to the following persons shall be—

Manager, <i>i.e.</i> , the principal employé in any shop, except a shop in which an owner or partner is working manager .. ..	75s. per week of 50 hours		
Head cellarman, <i>i.e.</i> , the principal employé engaged in testing, blending, reducing, or fining wines or spirits .. ..	75s. ..	50 ..	
Canvasser, <i>i.e.</i> , an employé soliciting or collecting orders .. ..	60s. ..	50 ..	
Motor driver .. ..	60s. ..	53 ..	
Carter, driving two horses .. ..	60s. ..	*53 ..	
Carter, driving one horse .. ..	55s. ..	*53 ..	
Stablemen .. ..	54s. ..	53 ..	
All others—			
21 years of age } .. ..	55s. ..	50 ..	
22 " " } .. ..			
23 " " } .. ..	57s. 6d. ..	50 ..	
24 " " or over .. ..	60s. ..	50 ..	

\* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses.

APPRENTICES AND IMPROVERS.

“Apprentice” means any person under twenty-one years of age bound by indentures of apprenticeship, or any person over twenty-one years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2650, section 3.)

NOTE.—The Grocers Board has prescribed a form of apprenticeship agreement. Section 187 requires that the indentures must be in that form.

“Improver” means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over twenty-one years of age, or who, being over twenty-one years of age, holds a licence from the Minister to be paid as an improver. (Act 2650, section 3.)

APPRENTICES AND IMPROVERS—*continued.*

3. That the wages and number of apprentices or improvers who may be employed within any shop or place shall be:—

Wages per Week of 50 Hours.		Apprentices and Improvers.	Number.
During—			
1st year—1st six months	..	s. d. 10 0	One apprentice to every three or fraction of three workers receiving not less than 54s. per week of 53 hours.  One improver to the first two employés, and thereafter one improver to every three employés receiving not less than 60s. per week of 50 hours.
" 2nd "	..	12 6	
2nd " 2nd "	..	17 6	
3rd " .. ..	..	25 0	
4th " .. ..	..	30 0	
5th " .. ..	..	37 6	
6th " .. ..	..	45 0	

## TIMES OF BEGINNING AND ENDING WORK.

4. That the times of beginning and ending work for the following persons shall be:—

	Carters or Motor Drivers.		All others except Stablemen.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
On the day of the usual half-holiday	8 a.m.	1 p.m.	8.30 a.m.	1 p.m.
On the usual local late trading night or on the night previous to a public holiday	8 a.m.	8 p.m.	8.30 a.m.	10 p.m.
On the other working days of the week	8 a.m.	6.30 p.m.	8.30 a.m.	6 p.m.

## OVERTIME.

5. That the following rates shall be paid for overtime:—

## Stablemen—

For all work done in excess of 53 hours .. .. . Time and a half.

## All others—

Outside the hours fixed in Clause 4. .. .. .

Within the hours fixed in Clause 4 in excess of the number of hours as fixed for a week's work .. .. . } Time and a half.

## CASUAL LABOUR

6. That casual employés (*i.e.*, persons employed during any week for not more than one-half the maximum of hours fixed in this Determination as a week's work) shall be paid at the rate of time and a half, provided such payment shall not in any week exceed the ordinary weekly wage as fixed in this Determination.

## SPECIAL RATES.

7. That time and a half shall be the special rate for all work done on—

Sunday,  
26th January (Foundation Day),  
Good Friday,  
Easter Monday,  
21st April (Eight Hours Day),  
3rd June (King's Birthday),  
Christmas Day,  
Boxing Day,  
New Year's 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 only be payable for work done on the day so substituted

Melbourne, 14th June, 1916.

E. NOTLEY MOORE, P.M.,  
Chairman