



# VICTORIA GOVERNMENT GAZETTE.

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[1920.

Factories and Shops Acts.

## DETERMINATION OF THE GROCERS BOARD.

NOTE.—This Determination on the 5th April, 1920, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, and Warrnambool; the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, and Sebastopol.

IN accordance with the provisions of the Factories and Shops 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 whosoever employed in the business of a grocer, including a seller of tea,” has made the following Determination, namely:—

(1) That on the 5th April, 1920, the award of the Court of Industrial Appeals, which came into force on 26th June, 1919, shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Other Employees.	Wages			Per Week of— Hours.
		Within the Cities of Ballarat and Bendigo, the Town of Ballarat East, and the Boroughs of Eaglehawk and Sebastopol.	Within the City of Warrnambool.	All other parts of Victoria where this Determination applies.	
<b>WAGES.</b> Per Week of 48 Hours.					
Under 15 years of age ..	15s. 0d.				
15 years of age ..	20s.				
16 years of age ..	27s. 6d.				
17 years of age ..	35s.				
18 years of age ..	42s. 6d.				
19 years of age ..	55s.				
20 years of age ..	60s.				
Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.					
<b>PROPORTION (in any shop or place).</b>					
<i>Apprentices.</i>					
One apprentice to every three or fraction of three workers receiving not less than 66s. per week of 48 hours.					
An indenture of apprenticeship prescribed was approved on 9th August, 1918.					
<i>Improvers.</i>					
One improver to the first two employees, and thereafter one improver to every three employees receiving not less than 80s. per week of 48 hours.					
	Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager ..	92s.	93s.	95s.	48
	Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ..	92s.	93s.	95s.	48
	Canvasser, i.e., an employee soliciting or collecting orders ..	77s.	78s.	80s.	48
	Driver of motor vehicle with a carrying capacity of not more than 25 cwt. ..	74s. 6d.	75s. 6d.	77s. 6d.	*51
	Driver of motor vehicle with a carrying capacity of over 25 cwt. ..	77s.	78s.	80s.	*51
	Carter driving two horses ..	77s.	78s.	80s.	*51
	Carter driving one horse ..	74s. 6d.	75s. 6d.	77s. 6d.	*51
	Stableman ..	72s.	73s.	75s.	51
	All others—				
	21 years of age ..	66s.	66s.	66s.	48
	22 years of age ..	72s.	73s.	75s.	48
	23 years of age or over ..	77s.	78s.	80s.	48

\* Including time occupied in attending to horses or motor vehicles.

(3) **TIMES OF BEGINNING AND ENDING WORK.**

	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 .. .. .	8.10 a.m.	1 p.m.	8.40 a.m.	1 p.m.
On the usual local late trading night or on the night previous to a public holiday .. .. .	8.10 a.m.	7 p.m.	8.40 a.m.	9 p.m.
On the other working days of the week .. .. .	8.10 a.m.	6.30 p.m.	8.40 a.m.	6 p.m.

(4) **OVERTIME.**

The following rates shall be paid for overtime :—

Stablemen—

For all work done in excess of 51 hours .. .. . Time and a half.

All others—

Outside the hours fixed in Clause 3 .. .. . } Time and a half.  
 Within the hours fixed in Clause 3 in excess of the number of hours as fixed for a week's work.. }

(5) **CASUAL LABOUR.**

Casual employees (i.e., persons employed during any week for not more than one-half the maximum number 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.

(6) **SPECIAL RATES.**

Time and a half shall be the special rate payable 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 be payable only for work done on the day so substituted.

F. H. BOLTON, J.P.,  
 Chairman.

Melbourne, 2nd March, 1920,