



VICTORIA GOVERNMENT GAZETTE

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WEDNESDAY, MARCH 5.

[1924.

Factories and Shops Acts.

SHOPS BOARD No. 15 (GROCERS).

NOTE.—This Determination on the 8th March, 1924, applied to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, Sandringham, and Warrnambool; the town of Geelong West; and the boroughs of Eaglehawk, Newtown and Chilwell, and Sebastopol.

IN THE COURT OF INDUSTRIAL APPEALS.

In the matter of the Factories and Shops Acts,

and

In the matter of an Appeal by a majority of the representatives of the employers on the Shops Board No. 15 (Grocers) against the Determination of the said Board, dated the 26th September, 1923,

and

In the matter of an appeal by the representatives of the employees on the said Board against the said Determination.

Tuesday, the 4th day of March, 1924.

(Before His Honour Mr. Justice Macfarlan, Mr. Abraham Willis, and Mr. George Frederick Roberts).

The above-mentioned Appeals, coming on for hearing by this Court on the 11th, 12th, 14th, and 27th February, 1924, and this day. UPON READING the Notices of Appeals, and UPON HEARING what was alleged by Mr. Stanley Lewis, of Counsel, and the evidence of witnesses in support of the employers' Appeal, and by Mr. Maurice Blackburn, of Counsel and evidence of the witnesses on behalf of the employees and the other evidence for and against the appeals: THIS COURT DOETH ORDER AND DETERMINE:—

(1) That on the 8th day of March, 1924, the Determination of the Shops Board No. 15 (Grocers), dated the 26th September, 1923, shall be revoked and replaced by this Determination as to 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.

(2)

Apprentices or Improvers.	Other Employees.	Wages.			Per Week of
		Within the Cities of Ballarat and Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	Within the Cities of Geelong and Warrnambool, the Town of Geelong West, and the Borough of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.	
WAGES. Under 15 years of age ... 18s. 15 years of age ... 22s. 6d. 16 years of age ... 30s. 6d. 17 years of age ... 38s. 6d. 18 years of age ... 47s. 6d. 19 years of age ... 61s. 20 years of age ... 67s. 6d. 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.	Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager ... Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ... Canvasser, i.e., an employee soliciting or collecting orders ... Driver of motor vehicle with a carrying capacity of not more than 25 cwt. ... Driver of motor vehicle with a carrying capacity of over 25 cwt. ... Driver of two horses ... Driver of one horse ... Stableman ... All others— 21 years of age ... 22 years of age ... 23 years of age or over ...	97s. 6d. 97s. 6d. 84s. 82s. 84s. 84s. 82s. 79s. 6d. 74s. 6d. 78s. 6d. 84s.	99s. 6d. 99s. 6d. 86s. 84s. 86s. 86s. 84s. 81s. 6d. 74s. 6d. 80s. 6d. 86s.	103s. 6d. 103s. 6d. 90s. 88s. 90s. 90s. 88s. 85s. 6d. 74s. 6d. 84s. 6d. 90s.	48 46 48 48* 48* 48* 48* 51 48 48 48
PROPORTION (in any shop or place). Apprentices. One apprentice to every three or fraction of three workers receiving not less than 74s. 6d. per week of 48 hours. Improvers. One improver to the first two workers and thereafter one improver to every three workers receiving not less than the rates fixed in this Determination for grocers' assistants 23 years of age or over. Worker includes an owner or partner acting as working manager.					

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

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

	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 an ordinary week's work

(5) **ORDINARY WEEK'S WORK.**

The number of hours which shall constitute an ordinary week's work shall be as follows :—

Stablemen	51 hours
All others	48 hours

(6) **TIME RATE.**

Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed in this determination for an ordinary week's work be paid at the ordinary wages rate with an addition of forty per centum.

(7) **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.

By the Court,
 W. H. GRAY,
 Registrar.