



VICTORIA GOVERNMENT GAZETTE.

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No. 156]

TUESDAY, DECEMBER 9.

[1930

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

NOTE.—This Determination on the 10th December, 1930, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, and such portion of the City of Sandringham as is not included within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed in any shop other than shops of the following classes, that is to say:—

- (a) a butcher's shop, a bookseller's and news agent's shop, a confectionery and pastry shop, a cooked meat dealer's shop a fish and oyster shop, a flower shop, a fruit-and vegetable shop, a hairdresser's shop, a tobacconist's shop;
- (b) a boot dealer's shop, a boot repairer's shop, a chemist's shop, a dairy produce dealer's shop, a draper's shop, a dyer's and clothes cleaner's shop, a fuel and fodder dealer's shop, a furniture dealer's shop, a grocer's shop, a haberdasher's shop, a hardware shop, a hatter's shop, a men's clothing shop, a mercer's shop, a milliner's shop, an underclothing shop."

has made the following Determination, namely:—

(1) That on the 10th December, 1930, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

WAGES.							WAGES.						
Commencing Age.							Commencing Age.						
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.		Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<p><i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, wireless (radio) sets, parts and accessories, push cycles, motor cycles, motor cars, and accessories for push cycles, motor cycles, and motor cars.</i></p>							<p><i>Employed in the business of a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods, seeds, seedlings, tents, flags, umbrellas or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies.</i></p>						
<p>Males—</p> <p>1st year .. 12 6 12 6 17 6 17 6 27 6 27 6</p> <p>2nd " .. 17 6 27 6 30 0 32 6 37 6 ..</p> <p>3rd " .. 27 6 32 6 37 6 47 6</p> <p>4th " .. 32 6 37 6 47 6</p> <p>5th " .. 37 6 47 6</p> <p>6th " .. 47 6</p> <p>Females—</p> <p>1st year .. 12 6 12 6 17 6 17 6 21 0 21 0</p> <p>2nd " .. 17 6 21 0 23 0 25 0 30 0 ..</p> <p>3rd " .. 21 0 25 0 30 0 35 0</p> <p>4th " .. 25 0 30 0 35 0</p> <p>5th " .. 30 0 35 0</p> <p>6th " .. 35 0</p>							<p>Males—</p> <p>1st year .. 12 6 12 6 17 6 17 6 22 6 22 6</p> <p>2nd " .. 17 6 22 6 25 0 27 6 32 6 ..</p> <p>3rd " .. 22 6 27 6 32 6 42 6</p> <p>4th " .. 27 6 32 6 42 6</p> <p>5th " .. 32 6 42 6</p> <p>6th " .. 42 6</p> <p>Females—</p> <p>1st year .. 12 6 12 6 15 6 15 6 18 6 18 6</p> <p>2nd " .. 15 6 18 6 20 6 22 6 27 6 ..</p> <p>3rd " .. 18 6 22 6 27 6 32 6</p> <p>4th " .. 22 6 27 6 32 6</p> <p>5th " .. 27 6 32 6</p> <p>6th " .. 32 6</p>						

PROPORTION (in any Shop).

Apprentices.

One apprentice to every three or fraction of three persons receiving not less than the minimum wage.

Improvers.

Two improvers to every worker receiving not less than the minimum wage.

OTHER EMPLOYEES.

	WAGES	
	Per Week of 48 Hours.	
	Males.	Females.
	s. d.	s. d.
<i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, wireless (radio) sets, parts and accessories, push cycles, motor cycles, motor cars, and accessories for push cycles, motor cycles and motor cars:—</i>		
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)	112 6	112 6
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his whole time to the management of such department)—		
Male	102 6	..
Female—		
Where one or more adult males are under her control	102 0
In other cases	53 0
Persons over 21 years of age (not being apprentices or improvers) without previous experience at the trade—		
1st six months' experience	55 0	30 0
2nd six months' experience	65 0	34 6
Other employees—		
21 years of age	65 0	39 6
22 years of age	80 0	44 0
23 years of age or over	97 6	48 6
<i>Employed in the business of a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grinders, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods, seeds, seedlings, lens, flags, umbrellas or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—</i>		
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)	107 6	107 6
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his whole time to the management of such department)—		
Male	97 6	..
Female—		
Where one or more adult males are under her control	97 6
In other cases	51 0
Persons over 21 years of age (not being apprentices or improvers) without previous experience at the trade—		
1st six months' experience	50 0	27 6
2nd six months' experience	60 0	32 6
Other employees—		
21 years of age	60 0	37 0
22 years of age	75 0	41 6
23 years of age or over	92 6	46 0

(3) TIME OF BEGINNING AND ENDING WORK—

	Time of Beginning.	Time of Ending.
On the day of the usual half-holiday	8.45 a.m.	1 p.m.
On the usual local late trading night or on the night previous to a public holiday	8.45 a.m.	9 p.m.
On the other working days of the week	8.45 a.m.	6 p.m.

(4) OVERTIME.—The following rates shall be paid for overtime:—

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

(5) 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 fifty per centum.

(6) SPECIAL RATES.—Double time 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, or after 12.30 p.m. on Show Day (in localities mentioned in the Twelfth Schedule to the Public Service Act 1928); 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.

(7) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

(8) PAYMENT OF WAGES.—All wages, including overtime, shall be paid not later than 4 p.m. on Friday.

(9) MEAL HOURS.—No employee shall be employed for more than five hours without an interval of at least fifty minutes for a meal.

D. GRANT, Chairman.

A. G. ALLEN, Acting Secretary.

Melbourne, 8th December, 1930.



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No. 157]

TUESDAY, DECEMBER 9.

[1930

Factories and Shops Act 1928 (No. 3677.)

DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

NOTE.—This Determination on the 12th December, 1930, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677); such portions of the City of Sandringham as are not within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chitwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of hardware—wholesale or retail"—but not including:—

- (a) persons employed in assembling ordered goods kept in a bulk store or iron yard;
(b) persons employed as storemen, packers, or sorters.

has made the following Determination, namely:—

(1) That on the 12th December, 1930, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Other Employees. (The Masculine to include the Feminine.)	Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.	WAGES.	Per week of 48 hours.	Per week of 48 hours.
16 years of age			
17			
18			
19			
20			
Provided that if any apprentice or improver 19 years of age or over is employed as an outside salesman, he shall be paid an addition of ten per centum.			
Proportion (in any shop or place).			
One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage of 55s. per week of 48 hours.			
One improver to one worker			
Two improvers to two workers			
Three improvers to three, four, or five workers			
Four improvers to six or seven workers			
Five improvers to eight workers			
Six improvers to nine or ten workers			
Seven improvers to eleven workers			
Eight improvers to twelve workers and there- after two improvers to each additional three workers			
An indenture of apprenticeship prescribed was approved on 9th August, 1923.			
	Departmental managers, having under their control—	£ s. d.	£ s. d.
	5 or more salesmen, 23 years of age or over	5 18 0	5 18 0
	4 salesmen	5 12 6	5 12 6
	3 salesmen	5 5 0	5 5 0
	2 salesmen	5 0 0	5 0 0
	Branch managers	5 0 0	5 0 0
	Outside salesmen—		
	21 years of age	3 3 6	3 3 6
	22	3 16 0	3 12 6
	23 and over	4 17 0	4 17 0
	Buyers, Salesmen, or Assemblers of Ordered Goods:—		
	21 years of age	2 15 0	2 15 0
	22	3 7 6	3 6 0
	23 and over	4 12 6	4 8 6

(3) OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Foundation Day), Hardware Picnic Day (2nd Monday in March), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, or Boxing 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.

DEFINITIONS.

(5) "Departmental manager" shall mean a person having the control of two or more salesmen, 23 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean a person for the time being intrusted with the control or superintendence of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said branch shop.

"Outside salesman" shall mean an employee who regularly solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

D. GRANT, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 27th November, 1930.