



VICTORIA  
GOVERNMENT GAZETTE.

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No. 178]

FRIDAY, AUGUST 14.

[1931

*Factories and Shops Act 1928 (No. 3677).*

**DETERMINATION OF THE SHOPS BOARD No. 4 (BUTCHERS, COUNTRY).**

NOTE.—(a) This Determination on the 15th August, 1931, applied to the whole of the State of Victoria outside and excepting the Metropolitan District, as defined in the *Factories and Shops Act 1928 (No. 3677)* and the Order in Council thereunder; 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; the boroughs of Eaglehawk and Sebastopol; and the Moorparanal and Peak Ridings of the Shire of Corio.

(b) On the 16th day of March, 1914, the power given to the Country Shop Assistants Board to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in or in connexion with a butcher's shop as a shop assistant, packer, storeman, or carter," was conferred exclusively on this Board.

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 or persons or classes of persons employed in the process, trade, or business of a butcher or seller of meat, or maker or seller of small goods," has made the following Determination, namely:—

(1) That "on the 15th August, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.	Other Employees.	In Horsham, Hamilton, Mildura, Swan Hill, and Wontbaggi.	In Bairnsdale, Benalla, Camperdown, Casterton, Castlemaine, Creswick, Daylesford, Dunolly, Echuca, Euroa, Korolt, Korumburra, Kyneton, Maldon, Maryborough, Orbost, Portland, Port Fairy, Seymour, Terang, and Traralgon.			In Other Parts of Victoria where this Determination applies.		
			WAGES PER WEEK OF 48 HOURS.					
WAGES PER WEEK OF 48 HOURS.								
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
1st year ..	1 3 11	Slaughtermen employed in any abattoirs ..	4 15 5	4 15 5	4 15 5	4 15 5	4 15 5	
2nd year ..	1 8 5	Any other slaughtermen ..	4 9 1	4 9 1	4 9 1	4 9 1	4 9 1	
3rd year ..	1 17 5	Shopmen and general butchers (including men who cut and deliver meat to customers outside the shop) ..	4 2 5	3 17 0	3 19 7	3 19 7	3 19 7	
4th year ..	2 10 11	Smallgoods maker ..	4 0 1	3 14 8	3 17 6	3 17 6	3 17 6	
5th year ..	3 4 5	Ordermen who deliver but do not cut meat ..	3 11 1	3 5 9	3 8 6	3 8 6	3 8 6	
PROPORTION.		Drivers of motor vehicles having a carrying capacity not exceeding 25 cwt. ..	3 14 3	3 8 11	3 11 7	3 11 7	3 11 7	
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.		All others ..	3 9 9	3 4 5	3 7 1	3 7 1	3 7 1	
		A slaughterman's work shall consist of taking charge, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.						

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

Times of Beginning.		Times of Ending.	
6 a.m.	.. .. .	1 p.m.	on the day on which the half holiday is usually observed.
6 a.m.	.. .. .	6 p.m.	on the other working days of the week.

Any of the above times may be varied by mutual consent, but in no case shall the total spread of hours be increased.

(4) **OVERTIME.**—The following rate shall be paid for all work done:—

- (a) Outside the hours fixed in Clause 3 .. .. .
- (b) Within the hours fixed in Clause 3 in excess of 48 hours in any week .. .. . } Time and a half.

(5) **MEAL INTERVALS.**—(a) One hour shall be allowed for a meal between noon and 2 p.m.

(b) Where an employee is required to commence duty before 7.30 a.m., one hour shall be allowed for breakfast.

(6) **PAYMENT FOR HOLIDAYS.**—All employees shall be entitled to the following holidays without deduction of pay:—Christmas Day, Boxing Day, New Year's Day, Foundation Day, Eight Hours Day, Good Friday, Easter Monday, King's Birthday, Anzac Day, and one Picnic Day in each year.

(7) **ANNUAL HOLIDAYS.**—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted six days' holiday in each year on full pay.

(8) **SICK LEAVE.**—All employees necessarily absent on account of sickness shall be allowed six days' sick leave each year on full pay providing satisfactory evidence is produced to the management or employer within 24 hours of the usual hour for commencing work.

(9) **TERMINATION OF EMPLOYMENT.**—Except in a case where an employee is inefficient or has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(10) **SPECIAL RATES.**—Double time shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, Anzac Day, 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.

R. J. EDWARDS, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 30th July, 1931.



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FRIDAY, AUGUST 14.

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Factories and Shops Act 1928 (No. 3677).

## DETERMINATION OF THE GARDEN EMPLOYEES BOARD.

NOTE.—This Determination on the 28th August, 1931, applied to the Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder; such portions of the City of Sandringham as are not within the said District; and the cities of Ballarat, Bendigo, Geelong, Mordialloc, and Warrnambool.

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 or persons or classes of persons employed as gardeners or gardeners' labourers—

- (a) by a master gardener other than a market gardener;
- (b) in connexion with the laying out, cultivation, or keeping in order of a garden belonging to a private house;
- (c) in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse;
- (d) in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green in connexion with any golf links or putting green";

has made the following Determination, namely:—

(1) That on the 28th August, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.				
				Wages per Hour.		Wages per Week.*		Hours per week.
				s.	d.	s.	d.	
15 years of age or under	..	..	..	15	0			
16 years of age	..	..	..	17	6			
17 years of age	..	..	..	22	6			
18 years of age	..	..	..	30	0			
19 years of age	..	..	..	37	6			
20 years of age	..	..	..	45	0			
PROPORTION (WITHIN ANY PLACE).								
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.								
One improver to every two or fraction of two workers receiving not less than the minimum wage.								
				(a) Master gardeners' employees—				
				Foremen gardeners in charge of two or more employees	1 10½	81 7	44	
				Gardeners†	1 8½	74 3	44	
				Gardeners' labourers	1 7½	70 7	44	
				(b) Persons employed in connexion with the laying out, cultivation, or keeping in order of a garden belonging to a private house—				
				(1) Employed on Jobbing Work—				
				Gardeners†	1 8½	74 3	44	
				Gardeners' labourers	1 7½	70 7	44	
				(2) All others—				
				Foremen gardeners in charge of two or more employees	1 8½	81 0	48	
				Gardeners†	1 6½	74 0	48	
				Gardeners' labourers	1 4½	66 0	48	
				(c) Persons employed in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—				
				Foremen gardeners in charge of two or more employees	1 8½	81 0	48	
				Gardeners†	1 6½	74 0	48	
				Gardeners' labourers	1 5	68 0	48	
				(d) Persons employed in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green in connexion with a golf links or putting green—				
				All adult employees	1 6½	73 0	48	

\* The minimum wage where the employer boards and lodges the employee shall be 20s. per week less.

† See clause 7.—D conditions.

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons other than those engaged at watering—

Golf links or racecourses—

Time of Beginning, not earlier than—

Time of ending Work, not later than—

7.30 a.m. .. .. 12 noon on Saturday (or the day on which the half-holiday is locally observed).  
 7.30 a.m. .. .. 6 p.m. on the other working days of the week.

Any other place—

7.30 a.m. .. .. 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, or Saturday.

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

Persons engaged at watering—

For all work done in any week in excess of the maximum number of hours fixed as a week's work—Time and a half.

All others—

For all work done outside the times of beginning and ending work .. .. .	} Time and a half.
For all work done in any week within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work .. .. .	

(5) SPECIAL RATES.—Time and a half shall be the special rate for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), 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 rate shall only be payable for work done on the day so substituted.

(6) PAYMENT OF WAGES.—Payment of wages shall be made weekly.

(7) DEFINITIONS.—For the purpose of this Determination a gardener shall be defined as a person engaged in the pruning of roses or fruit trees; or in the trimming of a hedge with hedge clippers or shears; or in designing or supervising the laying out of a garden, or in budding, propagating, grafting, planting, or potting.

Jobbing Work shall mean work which is performed by a person who goes from job to job in the ordinary course of his employment during the week.

HARRIE B. LEE, Chairman.

GEO. E. PARR, Secretary.

Dated at Melbourne this 11th August, 1931.