



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE COMMERCIAL CLERKS BOARD.

NOTE.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 30th October, 1923, an Order in Council was passed varying the Resolution and Order for the appointment of the Board so that by the deletion (wherever occurring) of the words "Building Society Friendly Society" the Board should have power to fix rates for Clerks employed by Building Societies and Friendly Societies.

(c) On 11th November, 1924, an Order in Council was passed depriving this Board of the power to fix rates for clerks employed in connexion with the timber trade and conferring such power exclusively on the Clerks (Timber Trade) Board. This Order was revoked on 14th July, 1931.

(d) On 14th July, 1931, an Order in Council was passed depriving the Law Clerks Board of the power to determine the lowest prices or rates to be paid to any person or persons or classes of persons employed in his practice by a barrister and solicitor as a typewriter or stenographer, and conferring such power 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 (other than persons employed by any banking company, insurance company, building society, friendly society, trustee company, barrister or solicitor) employed in connexion with some trade or business as a clerk, collecting clerk, time-keeping clerk, dispatch clerk, store clerk, weighing clerk, cashier, typewriter, stenographer, or bookkeeper," has made the following Determination, namely:—

(1) That on the 20th May, 1932, the last previous Determination shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 46 HOURS IN RETAIL SHOPS, AND 43 HOURS IN ALL OTHER PLACES.

APPRENTICES OR IMPROVERS.

MALES.

Experience.	Commencing Age.					Experience.	Commencing Age.				
	15 years or under.	16 years.	17 years.	18 years.	19 years or over.		15 years or under.	16 years.	17 years.	18 years.	19 years or over.
	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.
	APPRENTICES, AND ALL IMPROVERS OTHER THAN TYPEWRITERS AND STENOGRAPHERS.						IMPROVERS—TYPEWRITERS OR STENOGRAPHERS.				
1st year ..	16 6	16 6	19 0	20 6	25 0	1st year ..	23 0	25 0	27 0	29 0	31 6
2nd year ..	23 0	23 0	27 0	31 6	35 6	2nd year ..	29 0	31 6	35 6	38 6	41 0
3rd year ..	29 0	31 6	38 6	43 0	47 0	3rd year ..	35 6	38 6	46 0	48 0	52 6
4th year ..	36 0	41 0	50 0	54 0	58 6	4th year ..	46 0	48 0	54 0	56 0	63 0
5th year ..	43 0	52 0	58 6	63 0	..	5th year ..	54 0	56 0	63 0	65 6	..
6th year ..	58 6	63 0	..	..	..	6th year ..	63 0	65 6	..	..	..
and until 21 years of age	58 6	..	..	..	..	and until 21 years of age	63 0	..	..	..	..

FEMALES.

Experience.	Apprentices.	Improvers.	
		Typists or Stenographers.	All other Improvers.
1st year ..	s. d. 16 6	s. d. 21 0	s. d. 16 6
2nd year ..	21 0	25 6	21 0
3rd year ..	25 6	30 0	25 6
4th year ..	32 0	36 6	32 0
5th year, and until 21 years of age	36 6	41 0	36 6

PROPORTION (in any place).

APPRENTICES.	IMPROVERS.
One apprentice to every two or fraction of two workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 13th February, 1924.	One improver to one or two Two improvers to three or four Three improvers to five or six And thereafter one improver to every three or fraction of three

Workers receiving not less than the rates fixed in this determination for persons 23 years of age or over.

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

In cases where only one person coming within the scope of this Determination is employed, and such person is under 21 years of age, and in cases where a person is employed in connexion with copying work for a Directory, and such person is under 21 years of age, the lowest rate of wages per week to be paid to such person in either of such cases shall be the rate fixed for an improver, male or female (as the case may be), of the like experience.

OTHER EMPLOYEES.

WAGES PER WEEK OF 46 HOURS IN RETAIL SHOPS, AND 43 HOURS IN ALL OTHER PLACES.

	Within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder.	Within the Cities of Geelong and Warrambool, and such portions of the City of Sandringham as is not included in the Metropolitan District; and the Towns of Geelong West and Newtown and Challwell.	All other Parts of Victoria where this Determination applies.
Female Stenographer and Typist—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
21 years of age	47 6	45 0	43 6
22 years of age	49 0	46 6	45 0
23 years of age or over	50 6	48 0	46 0
All others—			
Males—			
21 years of age	75 0	72 6	71 0
22 years of age	77 6	75 0	73 6
23 years of age or over	80 0	77 6	76 0
Females—			
21 years of age	45 0	42 6	41 0
22 years of age	46 6	44 0	42 6
23 years of age or over	48 0	45 6	44 0

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

(4) TIME RATE.—Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the maximum number of hours fixed in this Determination be paid at the ordinary wages rate with an addition of thirty-three per centum.

(5) CASUAL LABOUR.—Casual hands, i.e., persons who are employed in any place other than in a factory or shop during any week for not more than one-half of 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.

(6) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—The special rate to be paid to a clerk or cashier employed in an hotel or restaurant shall be at the rate of *time and a half*, and the special rate to be paid to any other person shall be at the rate of *double time* for all work done on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), 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.

Provided that this clause shall not apply to—

- Receiving clerks or punch or fare checking clerks, outfit clerks, roster clerks, or other clerks in lieu of or in substitution for any such clerks in connexion with the traffic operations of tramways or employed in tramway sheds or tramway offices or
- Counter clerks, entering clerks, cashiers, label or dispatch clerks employed in daily newspaper offices.

Melbourne, 3rd May, 1932.

J. W. CLARKE, Chairman.

W. L. HARRINGTON, Secretary.