



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 13]

FRIDAY, JANUARY 27.

[1933

*Factories and Shops Act 1928 (No. 3877).*

## DETERMINATION OF THE SHOPS BOARD No. 15 (GROCERS).

**NOTE.**—This Determination on the 27th January, 1933, applied to the following parts of Victoria, viz.:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3877) and the Order in Council thereunder, and such portions of the city of Sandringham as are not included in 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. 3877), the Wages Board appointed to "determine 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," has made the following Determination, namely:—

(1) That on the 27th January, 1933, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

		Wages.			
		Within the Cities of Ballarat and Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	Within the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.	
Apprentices or Improvers.	Other Employees.				Hours.
<p style="text-align: center;"><b>WAGES.</b></p> <p>Under 15 years of age .. 14s. 0d.                      15 years of age .. 19s. 3d.                      16 years of age .. 26s. 3d.                      17 years of age .. 33s. 6d.                      18 years of age .. 41s. 6d.                      19 years of age .. 53s. 3d.                      20 years of age .. 58s. 9d.</p> <p>Provided that any apprentice or improver without previous experience entering the trade at 16, 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.</p> <p>The Board has prescribed a form of indenture which must be used.</p> <p style="text-align: center;"><b>PROPORTION</b> (in any shop or place).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 67s. 9d. per week of 48 hours.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to the first two workers receiving not less than the rates fixed in this Determination for grocers' assistants 23 years of age or over, and thereafter one improver to every three such workers</p> <p>"Worker" includes an owner or partner acting as working manager.</p>	<p>Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager .. 90s.</p> <p>Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits .. 85s. 3d.</p> <p>Canvasser, i.e., an employee soliciting or collecting orders .. 74s.</p> <p>Driver of motor vehicle with a carrying capacity of not more than 25 cwt. .. 70s. 3d.</p> <p>Driver of motor vehicle with a carrying capacity of over 25 cwt. .. 72s.</p> <p>Driver of three or more horses .. 74s.</p> <p>Driver of two horses .. 72s.</p> <p>Driver of one horse .. 70s. 3d.</p> <p>Stableman .. 68s. 3d.</p> <p>All others—</p> <p>21 years of age .. 67s. 9d.                      22 years of age .. 69s. 9d.                      23 years of age or over .. 74s.</p>				
		90s.	92s.	96s.	48
		85s. 3d.	87s. 3d.	91s. 3d.	48
		74s.	76s.	80s.	48
		70s. 3d.	72s. 3d.	76s. 3d.	48*
		72s.	74s.	78s.	48*
		74s.	76s.	80s.	48*
		72s.	74s.	78s.	48*
		70s. 3d.	72s. 3d.	76s. 3d.	48*
		68s. 3d.	70s. 3d.	74s. 3d.	51
		67s. 9d.	67s. 9d.	67s. 9d.	48
		69s. 9d.	71s. 9d.	75s. 9d.	48
		74s.	76s.	80s.	48

\* 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 rate shall be paid for overtime :—

Stablemen—

For all work done in excess of 51 hours in any one week .. .. .

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 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 follow :—

Stablemen .. .. .	51 hours
All others .. .. .	48 hours

(6) **TIME RATE.**

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

(7) **ALLOWANCE.**

Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 2s. 6d. per week in addition to the ordinary rate.

(8) **TERMINATION OF EMPLOYMENT.**

Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(9) **SPECIAL RATES.**

Time and a half shall be the special rate payable for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Show Day (in localities mentioned in the Royal Agricultural Show Act), 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.

SAMUEL MAUGER, Chairman.

REX L. CECIL, Secretary.

Melbourne, 12th January, 1933.