



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 204]

MONDAY, AUGUST 30.

[1937

Factories and Shops Acts.

COMMERCIAL CLERKS BOARD.

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

IN THE COURT OF INDUSTRIAL APPEALS.

IN the matter of the Factories and Shops Acts, and

In the matter of an Application for a revision of the Determination of the Court of Industrial Appeals (Commercial Clerks) dated the 11th June, 1937.

Monday, the 16th day of August, 1937.

(Before His Honour Mr. Justice Martin, Mr. Samuel John Arthur Fripp, and Mr. M. Nolan.)

The above-mentioned Application coming on for hearing by this Court on the 9th August, 1937, and this day. UPON READING an affidavit by Mr. T. J. Smith and UPON HEARING Mr. A. M. Fraser of Counsel, and Mr. M. B. Duffy for the employees, and Mr. L. Mann, Secretary of the Victorian Employers' Federation for the employers, and by consent: THIS COURT DOth ORDER AND DETERMINE—

(1) That on the 1st September, 1937, the Determination of the Court of Industrial Appeals dated the 11th day of June, 1937, 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 (other than persons employed by any banking company, insurance company, trustee company, barrister or solicitor, but including persons employed in his practice by a barrister and solicitor as a typewriter or stenographer) employed in connexion with some trade or business as a clerk, collecting clerk, time-keeping clerk, despatch clerk, store clerk, weighing clerk, cashier, typewriter, stenographer, or bookkeeper.

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

APPRENTICES OR IMPROVERS.

| MALES | | | | | | FEMALES. | | | |
|------------------------------|-----------------|-----------|-----------|-----------|-------------------|-------------------------------------|--------------|---------------------------|----------------------|
| Experience. | Commencing Age. | | | | | Experience. | Apprentices. | Improvers. | |
| | Under 16 Years. | 16 Years. | 17 Years. | 18 Years. | 19 Years or Over. | | | Typists or Stenographers. | All other Improvers. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. |
| 1st year - | | | | | | 1st year | 16 9 | 22 6 | 16 9 |
| 1st six months .. | 16 9 | 16 9 | 16 9 | 16 9 | 22 6 | 2nd year | 21 0 | 26 9 | 21 0 |
| 2nd six months .. | 16 9 | 16 9 | 20 0 | 23 0 | 27 9 | 3rd year | 26 9 | 32 6 | 26 9 |
| 2nd year .. | 22 6 | 22 6 | 27 9 | 34 6 | 38 9 | 4th year | 34 6 | 38 9 | 34 6 |
| 3rd year .. | 27 9 | 29 9 | 40 3 | 46 6 | 51 3 | 5th year, and until 21 years of age | 42 6 | 45 6 | 42 6 |
| 4th year— | | | | | | | | | |
| 1st six months .. | 36 9 | 42 6 | 46 6 | 59 3 | 71 3 | | | | |
| 2nd six months .. | 36 9 | 42 6 | 59 3 | 60 3 | 71 3 | | | | |
| 5th year— | | | | | | | | | |
| 1st six months .. | 49 3 | 53 6 | 70 3 | 74 6 | .. | | | | |
| 2nd six months .. | 50 3 | 68 0 | 70 3 | 74 6 | .. | | | | |
| 6th year .. | 67 0 | 74 6 | .. | .. | .. | | | | |
| And until 21 years of age .. | 70 3 | .. | .. | .. | .. | | | | |

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 minimum wage. |

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 Acts and Order in Council thereunder. | | Within the Cities of Ballarat, Bendigo, Geelong, Geelong West and Warrnambool, and such portion of the City of Sandringham as is not included in the Metropolitan District; the Town of Newtown and Chilwell; and the Boroughs of Eaglehawk and Sebastopol. | | All other Parts of Victoria where this Determination Applies. | |
|---|--|----------|---|----------|---|----------|
| | Males. | Females. | Males. | Females. | Males. | Females. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| Stenographers, typistes, or operators of comptometers, or ledger-keeping machines | .. | 56 0 | .. | 51 9 | .. | 47 9 |
| All other adults | 88 0 | 53 6 | 85 0 | 50 3 | 82 6 | 47 9 |

(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, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(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, Labour Day (21st April) (within the Metropolitan District as defined in the Factories and Shops Acts and Order in Council thereunder, and the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool, and such portion of the city of Sandringham as is not included in the Metropolitan District; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol), Anzac Day, King's Birthday, Melbourne Cup Day (within the said Metropolitan District), 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 despatch clerks employed in daily newspaper offices.

PERIODICAL ADJUSTMENT OF WAGES.

(7) The wages rates set out in clause (2) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, this Court hereby determines that the rates for male adults shall be automatically increased or decreased by the same amount, and at the same time as such basic wage, provided that the wages of female adults, apprentices, improvers, and juvenile workers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 3d.

The basic wage shown hereunder shall be adjusted as prescribed in clause (8).

Basic Wage.

| Place. | Basic Wage. | Index Number Set Assigned. |
|---|-------------------|----------------------------|
| Within the area to which this Determination applies | £ s. d. 3 10 0 | Melbourne |

ADJUSTMENT OF BASIC WAGE.

(8) (a) Until the beginning of the first pay period to commence in December, 1937, the amount of the basic wage shall be as prescribed in clause (7).

(b) During each future successive period beginning with the first pay period to commence in a December, a March, a June, or a September, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purpose of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician :—

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

Table.

| Index Number Divisions. | | | | | Basic Wage. | Index Number Divisions. | | | | | Basic Wage. |
|-------------------------|----|----|----|----|-------------|-------------------------|----|----|----|----|-------------|
| | | | | | £ s. d. | | | | | | £ s. d. |
| 735-746 | .. | .. | .. | .. | 3 0 0 | 834-845 | .. | .. | .. | .. | 3 8 0 |
| 747-759 | .. | .. | .. | .. | 3 1 0 | 846-858 | .. | .. | .. | .. | 3 9 0 |
| 760-771 | .. | .. | .. | .. | 3 2 0 | 859-870 | .. | .. | .. | .. | 3 10 0 |
| 772-783 | .. | .. | .. | .. | 3 3 0 | 871-882 | .. | .. | .. | .. | 3 11 0 |
| 784-796 | .. | .. | .. | .. | 3 4 0 | 883-895 | .. | .. | .. | .. | 3 12 0 |
| 797-808 | .. | .. | .. | .. | 3 5 0 | 896-907 | .. | .. | .. | .. | 3 13 0 |
| 809-820 | .. | .. | .. | .. | 3 6 0 | 908-919 | .. | .. | .. | .. | 3 14 0 |
| 821-833 | .. | .. | .. | .. | 3 7 0 | 920-932 | .. | .. | .. | .. | 3 15 0 |

By the Court,

H. N. JONES, Registrar.

f

g