

Published by Authority.

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

No. 247]

## TUESDAY, OCTOBER 5.

[1937

Factories and Shops Acts.

## . DETERMINATION OF THE SHOPS BOARD No. 1 (BOOT DEALERS).

Note.—This Determination on the 27th September, 1937, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, 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 Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wherescover employed in the business of a seller of boots, shoes, or slippers, being a business usually or frequently carried on in a shop," has made the following Determination,

(1) That on the 27th September, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)	Apprenti	ces or Improvers.		Other Employees.					
. Wages per Week of 47 Hours.					Wages per Week of 47 Hours.				
Under 16 years			s. d. 13 6 16 6 24 6 31 6 39 6 47 6	s. d. 12 6 15 6 21 6 26 6 30 6 34 0		Within the politan and such of the (Sandring is not in within the District Cities of and Geeloo and the of Newto Chilw	District portion Aty of ham as cluded he said t; the Geelong ng West; Town wn and	All other part of Victoria where this Determinatio applies.	
Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his or her first year's service 12½ per cent. and for his or her second year's service 10 per cent. less than the rates fixed above.  Proposition (IN ANY Shop of Place).					Males, Manager of a shop or head salesman, i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of	8.	d.	8.	d.
	PPRENTICES.	FLAUS).		such shop, branch shop, or department—  (a) Working singly	98	0	93	0	
Maies.					(b) In charge of 1, 2, 3, or 4 persons	102	0	96	0
One male apprentice to every three or fraction of three male persons receiving not less than 61s. 6d. per week of 47 hours.					(c) In charge of 5 or more persons	111	6	105	0
		Females.			21 years of age	64 76	0 0.	61 72	6 0
One female apprentice to every three or fraction of three female persons receiving not less than 38s. per week of 47 hours.					23 ,, or over Persons employed in the parcels or country order office, or as packers, porters, or storemen—	95	0	89	в
An indenture of apprenticeship prescribed by the Board was approved on 28th March, 1923.					21 years of age	76	0 0 0	61 72 89	ឋ <b>0</b> <b>6</b>
Improvers.  Males.					FEMALES.  Manageress of a shop or head sales- woman, i.e. the principal em-				
Two male one to each per week of	additional male	the first male pe person receiving n	reon, and ot less tha	thereafter n 61s. 6d.	ployee in any shop, branch shop, or department, notwithstanding she may be under the orders of another person who does not devote his whole time to the		•		
		Females.			supervision of such shop, branch shop, or department—				
one to eac	h additional fer	the first female p nale person rece	erson, and iving not	thereafter less than	(b) In charge of 1, 2, 3, or 4	98		93	0
38s. per we	ek of 47 hours.				persons			. 96	0
Provided that one female improver in lieu of one male improver, or one male improver in lieu of one female improver, may be					persons	111		105	-
employed.	-				21 years of age	38	0	38	

- (3) OVERTIME.—Any employee who in any week works for any time in excess of 47 hours shall be paid for such extra time at the rate of time and a half for the first three hours and double time thereafter.
- '(4) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 23½ hours be paid-
  - (a) in any week in which two or more public holidays occur . . At the ordinary wages rate, with an addition of fifty per centum.
  - (b) in any other week ... At the ordinary wages rate, with an addition of thirty-three and one-third per centum,

and for each hour worked beyond the 23½ hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that no such person shall be paid for less than two hours on any one Saturday and not less than three hours on any one day other than a Saturday.

- (5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday and time and a half shall be the rate for all work done on New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday (except in the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street, in the City of Melbourne, where the rate of double time shall be paid), Easter Monday, Eight Hours Day (21st April), King's Birthday, Christmas Day, and Boxing Day or after 1 p.m. on Show Day (in such localities mentioned in the Twelfth Schedule to the Public Service Act 1928 as are within the area to which this Determination applies); but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the area is rate shall only be payable for work done on the day so substituted. the special rate shall only be payable for work done on the day so substituted.
- (6) NOTICE OF INTENTION TO WORK OVERTIME.—At least four hours' notice of intention to work overtime shall be given to an employee before such employee is required to work beyond the usual time of ceasing duty.
- (7) MEAL ALLOWANCE.—An employee required to work any overtime in excess of one hour beyond the usual time of ceasing duty shall be paid a meal allowance of Is. dd. Such allowance shall be paid on the day upon which the overtime is worked and shall be in addition to any payment due for such overtime.
- (8) GARMENT ALLOWANCE.—Any employee who is required to wear, when at work, a washable outer-garment, dust-coat, or overall, shall be paid 2s. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

  (9) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted, in each year, annual leave on full pay (exclusive of the holidays mentioned in clause (5)), as shown hereunder, viz.:—

```
On completing 1st year's service
                                                            .. One week.
             ∠nd "
3rd
                                                                One week.
                                                            .. Two weeks.
        ,,
              each additional year's service ...
                                                            .. Two weeks.
```

Such leave shall be given within three months of the completion of each year's service, provided that, for the purposes of this: clause, any service prior to the 27th September, 1937, shall not be taken into account.

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

F. W. BOND, Charman.

H. N. JONES, Secretary.

Melbourne, 13th September, 1937.