



# VICTORIA GOVERNMENT GAZETTE.

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[1939

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 6 (CHEMISTS).

NOTE.—This Determination on the 18th September, 1939, applied to the whole of the State of Victoria.

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 persons employed in a shop dispensing, compounding, or selling medicines, drugs, or medicinal preparations" has made the following Determination, namely:—

(1) That on 18th September, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.			
WAGES.		WAGES.		WAGES.			
Per Week of 48 Hours.		Per Week of 48 Hours.		Per Week of 48 Hours.			
s. d.		s. d.		Males.	Females.		
				£ s. d.	£ s. d.		
1st year	.. .. 15 0	Under 21 years of age	.. 60 0	Manager	.. 6 16 0	6 2 5	
2nd "	.. .. 20 0			Registered assistant	.. 5 14 0	5 2 8	
3rd "	.. .. 30 0			Unregistered assistant	.. 5 4 6	4 14 2	
4th "	.. .. 30 0						
5th "	.. .. 55 0						
6th "	.. .. 65 0						
PROPORTION.		PROPORTION.					
(In any shop or place.)		(In any shop or place.)					
One apprentice to one or more than one worker receiving not less than the minimum wage:		One improver to 50 or more than 50 employees receiving, if males, not less than 11s., or, if females, not less than 10s. 8d. per week of 48 hours.					
Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.							

Juvenile workers (i.e., persons under 21 years of age, other than apprentices or improvers)—

*Female Shop Assistant.*

In any pharmacy one female shop assistant, not engaged in dispensing or compounding medicines, drugs, or medicinal preparations, and who is under 21 years of age, may be employed at the following rates, viz. :—

	Commencing Age.					
	15 Years or Under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	12 0	12 0	16 6	16 6	20 0	20 0
2nd " .. .. .	16 6	20 0	22 0	23 6	28 6	..
3rd " .. .. .	20 0	23 6	28 6	33 0	..	..
4th " .. .. .	23 6	28 6	33 0	..	..	..
5th " .. .. .	28 6	33 0	..	..	..	..
6th " .. .. .	33 0	..	..	..	..	..

(3) OVERTIME.—Any employee who, in any week, works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

Provided that ordinary time only shall be payable for the first three hours' overtime in cases where the hours worked during the week do not exceed 51 and together with the hours worked either during the prior week or during the succeeding week do not exceed 96 in the aggregate.

(4) SPECIAL RATES.—Double time shall be the rate payable for all work done on New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), 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.

(5) ANNUAL HOLIDAYS.—For each six months of completed service with an employer, seven (7) days' leave on full pay shall be granted to any employee. The provisions of this clause shall not apply in any case where an employee is dismissed for misconduct malingering, or neglect of duty.

(6) SICK LEAVE.—Any employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than twelve months' service with the same employer and he or she furnishes a medical certificate within seven days of the commencement of such absence showing that his or her non-attendance was due to personal ill-health or accident, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than one week in each year commencing from the 18th September, 1939.

Provided that for absences of two days or less the production of a medical certificate shall not be deemed necessary.

(7) GARMENT 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 3s. per week if a male, and 2s. 6d. per week if a female, in addition to the ordinary rate.

(8) RELIEVERS ALLOWANCES.—A reliever (i.e., a person required to travel outside the Metropolitan District to take a position for less than two (2) months) shall be paid first class return railway fare. An employee engaged to work outside the Metropolitan District necessitating his or her absence from his or her usual place of residence for a night shall be entitled to an additional payment for expenses at the rate of 6s. a day for the first six days and 30s. a week thereafter. An employee shall not be entitled to payment for expenses under this clause for a longer period than three weeks.

(9) CASUAL WORK.—Any person employed for less than the number of hours fixed for an ordinary week's work shall be paid as follows :—

- (a) where the number of hours worked is not more than 10 hours .. .. . for each hour worked at the ordinary wages rate with an addition of twenty per centum subject to a minimum payment of 7s. 6d.
- (b) where the number of hours worked is more than 10 hours and not more than 24 hours .. .. . for each hour worked at the ordinary wages rate with an addition of fifteen per centum.
- (c) where the number of hours worked is more than 24 hours and not more than 36 hours .. .. . for each hour worked at the ordinary wages rate with an addition of ten per centum.
- (d) where the number of hours worked is more than 36 hours .. .. . for each hour worked at the ordinary wages rate calculated pro rata.

D. GRANT, Chairman.

L. M. BRADY, Secretary.

Melbourne, 31st August, 1939.