



# VICTORIA GOVERNMENT GAZETTE.

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[1940

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 17 (TOBACCONISTS).

NOTE.—This Determination on the 18th July, 1938, applied to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts 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 Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed in a Tobacconist's shop" has made the following Determination, namely:—

(1) That on the 10th October, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.				
WAGES.	Per Week of 48 Hours.			WAGES.	Per Week of 48 Hours.			
	Males.		Females.		Males.		Females.	
	s.	d.	s.		s.	d.	s.	d.
15 years of age or under .. .. .	18	0	18	0	18	0	18	0
16 years of age .. .. .	23	0	23	0	23	0	23	0
17 years of age .. .. .	32	6	20	0	32	6	20	0
18 years of age .. .. .	40	6	35	0	40	6	35	0
19 years of age .. .. .	49	0	43	0	49	0	43	0
20 years of age .. .. .	58	0	52	0	58	0	52	0
<p>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 first and second year's service 20 per cent. less than the rates fixed above.</p>				<p>Departmental Manager, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department .. .. .</p>				
<p>113 6</p>				<p>98 6</p>				
<p>First assistant, 25 years of age, where two or more persons over the age of 19 years are employed .. .. .</p>				<p>108 6</p>				
<p>93 6</p>				<p>*All others—</p>				
<p>21 years of age .. .. .</p>				<p>72 0</p>				
<p>22 years of age .. .. .</p>				<p>84 0</p>				
<p>23 years of age or over .. .. .</p>				<p>98 6</p>				
<p>81 0</p>				<p>83 6</p>				
<p>89 6</p>				<p>* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.</p>				

### PROPORTION (IN ANY PLACE).

#### Apprentices.

One apprentice to three or fraction of three workers receiving not less than the minimum wage.

#### Improvers.

One improver to every two or fraction of two workers receiving not less than the minimum wage.

### (3) Time of beginning and ending work—

Time of Beginning.

8.30 a.m. .. .. .	7 p.m. on Monday, Tuesday, Wednesday, and Thursday.
8.30 a.m. .. .. .	8 p.m. on Friday.
8.30 a.m. .. .. .	1 p.m. on Saturday

Time of Ending.

### (4) OVERTIME.—

Within the hours fixed in clause (3) in excess of 48 hours in any week .. .. . } Time and a half.  
Outside the hours fixed in clause (3) .. .. . }

(5) **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 24 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 thereafter the ordinary wage rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(6) **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.

(7) **SPECIAL RATES.**—Double time shall be the rate for all work done on Sundays, Good Friday, and Christmas Day, and time and a half the rate for all work done on New Year's Day, 28th January (Australia Day), Easter Monday, Labour Day (21st April), King's Birthday, 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 rates shall only be payable for work done on the day so substituted.

(8) **MEAL INTERVAL.**—All employees shall be allowed the following meal intervals, with permission to leave the shop for the whole of such intervals, viz. —From Monday to Friday, one hour for lunch, and in addition on Fridays, three-quarters of an hour for tea.

(9) **TEA MONEY.**—Any employee required to work overtime shall be paid not less than 1s. 6d. tea money in addition to the rate provided in clause (4).

(10) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for not less than twelve months, after the operative date of this Determination, shall be granted one week's holiday on full pay, and thereafter one week's holiday (with full pay) on each completed year of service.

(11) **SICK LEAVE.**—Any employee not attending for duty who has had not less than 12 months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than three days in each year commencing from the 10th October.

(12) **REFERENCE.**—An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service or qualifications. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(13) **POSTING DETERMINATION.**—A copy of this Determination shall be posted in a conspicuous place at or near the entrance to the shop, kiosk, stall, or department.

H. J. RICHARDSON, J. P., Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 24th September, 1940.