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Factories and Shops Acts.

NOTE—(a) On the 23rd December, 1912, the powers of the Wholesale Grocers Board were extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

This Determination on the 5th December, 1941, 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 person or persons or classes of persons employed in the business of a wholesale grocer, including a seller of tea," has made the following Determination, namely:—

(1) That on the 5th December, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.			ALL OTHER EMPLOYERS.			
Wages per week.			Wages per week.			
	£	s. d.	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.		All other parts of Victoria where this Determination applies.	
Under 16 years of age ..	1	4 0	£	s. d.	£	s. d.
16 years of age ..	1	9 3				
17 " " ..	1	17 3				
18 " " ..	2	10 0				
19 " " ..	3	3 9				
20 " " ..	3	16 9				
PROPORTION (IN ANY PLACE).			Head cellarmen, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits			
Apprentices.			Leading hand in charge of storemen only—			
One apprentice to every three or fraction of three workers receiving not less than 94s. per week.			10 or more storemen			
An indenture of apprenticeship prescribed by the Board was approved on 24.5.1923.			6, 7, 8, or 9 storemen			
Improvers.			1, 2, 3, 4, or 5 storemen			
One improver to every three or fraction of three workers receiving not less than 94s. per week.			Leading hand in charge of persons other than storemen or of storemen and other persons—			
			10 or more persons			
			6, 7, 8, or 9 persons			
			1, 2, 3, 4, or 5 persons			
			Storeman employed singly			
			All others			

NOTE.—“Leading hand” means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

(3) HOURS OF WORK.—The number of hours to constitute an ordinary week's work shall be 44.

(4) TIMES OF BEGINNING AND ENDING WORK—

Times of Beginning.	Times of Ending.	
Not earlier than—	Not later than—	
7.35 a.m. ..	12 noon ..	On Saturday, or the day on which the weekly half-holiday is observed.
7.35 a.m. ..	5.30 p.m. ..	On the other working days of the week.

(5) OVERTIME.—The following rates shall be paid for all work done :—

Outside the times of beginning and ending work in any day	First two hours—Time and a half, thereafter—Double time.
Within the times of beginning and ending work, in excess of the maximum number of hours prescribed in clause (3)	Time and a half.

(6) **TEA MONEY.**—Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed for in this Determination. Provided that this clause shall not apply where the employee was notified 24 hours previously of the intention to work overtime.

(7) **RATIONING.**—Where because of the exigencies of the trade it is intended to ration employees, not less than seven days and not more than ten days' notice shall be given by the employer to the employees affected.

(8) **TIME RATE.**—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 one half of the maximum number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of fifty 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.

(9) **SPECIAL RATES.**—Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, 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, then the special rate shall be payable only for the day so substituted.

(10) **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. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

(11) **REST INTERVAL.**—There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Friday inclusive in each week) for each employee, such time to count as time worked.

(12) **CERTIFICATE OF SERVICE.**—Any worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

(13) **PAY DAY.**—Payment of wages shall be made not later than Thursday of each week and during the ordinary working hours.

(14) **PICNIC DAY.**—Double time shall be paid for all work done in the Metropolitan District on the day on which the employees hold their Annual Picnic.

(15) **SICK PAY.**—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 produces or forwards within twenty-four 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 six days in each year.

(16) **ANNUAL LEAVE.**—(a) A period of one week's leave on full pay (exclusive of the holidays mentioned in clause (9)) shall be allowed annually to all employees after twelve months' continuous service.

(b) Annual leave shall be given at a time fixed by the employer within a period not exceeding three months from the date when the right to such annual leave accrued due.

(c) If after six months continuous service an employee leaves or is dismissed he shall be paid one-twelfth of an ordinary week's wage for each completed month of service in respect of which leave has not been granted hereunder.

Notwithstanding anything contained in this clause an employer may require any employee to take such holiday inclusive of Christmas Day, Boxing Day or New Year's Day in which case an employee so required shall be granted within three months thereafter one day in lieu of each of such public holidays aforementioned as was included in his week's annual leave.

H. J. RICHARDSON, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 17th November, 1941.