



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 82]

WEDNESDAY, APRIL 21.

[1943

Factories and Shops Acts.

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

NOTE.—This Determination applies 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 as from the beginning of the first pay period to commence on or after the 3rd March, 1943, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) Apprentices.

WAGES PER WEEK OF 46 HOURS.				PROPORTION.	
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	(In any shop or place.)	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	One apprentice to one or more than one worker receiving not less than the minimum wage:	
1st year	18 6	0 6	19 0	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.	
2nd "	24 6	0 6	25 0		
3rd "	36 6	1 0	37 6		
4th "	36 6	1 0	37 6		
5th "	67 6	2 0	69 6		
6th "	80 0	2 0	82 0		

(b) Juvenile Workers.

In any pharmacy one Juvenile worker (i.e., a 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.:—

WAGES PER WEEK OF 46 HOURS.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<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	14 6	0 6	15 0	14 6	0 6	15 0	20 6	0 6	21 0
2nd "	20 6	0 6	21 0	24 6	0 6	25 0	27 0	0 6	27 6
3rd "	24 6	0 6	25 0	28 6	0 6	29 0	35 0	1 0	36 0
4th "	28 6	0 6	29 0	35 0	1 0	36 0	40 0	1 0	41 0
5th "	35 0	1 0	36 0	40 0	1 0	41 0	..	..	..
6th "	40 0	1 0	41 0	..	..	..	..	..	..

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<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	20 6	0 6	21 0	24 6	0 6	25 0	24 6	0 6	25 0
2nd "	28 6	0 6	29 0	35 0	1 0	36 0	..	..	..
3rd "	40 0	1 0	41 0	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..

(c) Other Employees.

WAGES PER WEEK OF 46 HOURS.

	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Managing Pharmaceutical Chemist ..	7 13 0	0 6 0	7 19 0	7 1 6	0 6 0	7 7 6
Assistant Pharmaceutical Chemist ..	6 11 0	0 6 0	6 17 0	6 1 2	0 6 0	6 7 2
Unregistered Assistant ..	6 1 6	0 3 0	6 4 6	5 12 5	0 3 0	5 15 5

3. OVERTIME.—Any employee who, in any week, works for any time in excess of 46 hours shall be paid for such extra time at the rate of time and a half.

4. SPECIAL RATES.—Double time shall be the rate payable for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, 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 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 absent from duty on the grounds of personal ill health or accident and on production of a medical certificate shall be entitled to be paid for such absence as follows:—

For every three months of completed service with the same employer 1½ days on full full pay (i.e., 14 hours' pay); such leave is to be cumulative to the extent of 14 working days on full pay.

Provided that for absences of two consecutive working days or less the production of a medical certificate shall not be 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. RELIEVER'S ALLOWANCES.—A reliever (i.e., a person required to travel outside the Metropolitan District to take a position for less than two months) shall be entitled to the following allowances:—

(i) A first class return railway fare;

(ii) If such engagement necessitates the reliever being absent from his or her usual place of residence for a night or longer he or she shall be entitled to an additional payment for expenses at the rate of 6s. per day for the first six days and 30s. per week for the next two succeeding weeks. The reliever shall not be entitled to payment of any further such expenses during such engagement.

(iii) A reliever engaged to work in the country or sent from one country centre to work in another country centre shall be entitled to be paid at ordinary rates for travelling time during ordinary working hours to and from the job. Such time is to be counted to and from Melbourne, or his home town whichever is the nearer.

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 15s.

(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*.

10. COLLECTIVE EMPLOYMENT.—(a) For the duration of the war and for three months thereafter a person may divide his time of employment between two separate employers and in respect of not more than two separate shops. In such circumstances he shall be paid *pro rata* at ordinary rates, according to the time spent in each person's employment.

(b) Any person who is employed in the terms of sub-clause (a) of this clause, shall be paid by the employer at the shop concerned the sum necessarily expended in travelling to and from his home to and from the shop at which he is required to attend. Where railway travel is involved, first class fare shall be allowed.

PERIODICAL ADJUSTMENT OF WAGES.

11. 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*, the Board hereby determines that such rates (in the case of either sex) shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices, and juvenile workers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause 12.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State of Victoria	4 12 0	0 6 0	4 18 0	Melbourne ..

12. ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1943, the amount of the basic wage shall be as prescribed in clause II.

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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 purposes 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.

- (i) The index number set to be applied to a place is that assigned to Melbourne.
- (ii) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (iv) 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.
994-1006	4 1 0	1118-1129	4 11 0
1007-1018	4 2 0	1130-1141	4 12 0
1019-1030	4 3 0	1142-1154	4 13 0
1031-1043	4 4 0	1155-1166	4 14 0
1044-1055	4 5 0	1167-1179	4 15 0
1056-1067	4 6 0	1180-1191	4 16 0
1068-1080	4 7 0	1192-1203	4 17 0
1081-1092	4 8 0	1204-1216	4 18 0
1093-1104	4 9 0	1217-1228	4 19 0
1105-1117	4 10 0	1229-1240	5 0 0

Any extension of this table must be of the same construction as the table.

Melbourne, 16th April, 1943.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

