



# VICTORIA GOVERNMENT GAZETTE.

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No. 608]

TUESDAY, JULY 26.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 14 (FURNITURE DEALERS).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; 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 employed in the business of a seller of furniture or floor coverings,” has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 6th July, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### 2. WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.	Other Employees.																																										
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: center;">s.</th> <th style="text-align: center;">d.</th> </tr> </thead> <tbody> <tr> <td>Under 15 years of age .. .. .</td> <td style="text-align: right;">41</td> <td style="text-align: right;">0</td> </tr> <tr> <td>15 years of age .. .. .</td> <td style="text-align: right;">45</td> <td style="text-align: right;">6</td> </tr> <tr> <td>16 years of age .. .. .</td> <td style="text-align: right;">60</td> <td style="text-align: right;">0</td> </tr> <tr> <td>17 years of age .. .. .</td> <td style="text-align: right;">72</td> <td style="text-align: right;">0</td> </tr> <tr> <td>18 years of age .. .. .</td> <td style="text-align: right;">97</td> <td style="text-align: right;">0</td> </tr> <tr> <td>19 years of age .. .. .</td> <td style="text-align: right;">121</td> <td style="text-align: right;">0</td> </tr> <tr> <td>20 years of age .. .. .</td> <td style="text-align: right;">136</td> <td style="text-align: right;">0</td> </tr> </tbody> </table>		s.	d.	Under 15 years of age .. .. .	41	0	15 years of age .. .. .	45	6	16 years of age .. .. .	60	0	17 years of age .. .. .	72	0	18 years of age .. .. .	97	0	19 years of age .. .. .	121	0	20 years of age .. .. .	136	0	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="text-align: center;">Within the Metropolitan District.</th> <th style="text-align: center;">Outside the Metropolitan District wherever this Determination applies.</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Person in charge of a shop (including a branch shop) .. .. .</td> <td style="text-align: center;">173 0</td> <td style="text-align: center;">168 0</td> </tr> <tr> <td style="text-align: center;">Cavassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen .. .. .</td> <td style="text-align: center;">162 0</td> <td style="text-align: center;">158 0</td> </tr> <tr> <td style="text-align: center;">Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched) .. .. .</td> <td style="text-align: center;">156 6</td> <td style="text-align: center;">151 6</td> </tr> <tr> <td style="text-align: center;">Other storemen or packers .. .. .</td> <td style="text-align: center;">152 0</td> <td style="text-align: center;">147 0</td> </tr> <tr> <td style="text-align: center;">All others .. .. .</td> <td style="text-align: center;">145 0</td> <td style="text-align: center;">140 0</td> </tr> </tbody> </table>		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.	Person in charge of a shop (including a branch shop) .. .. .	173 0	168 0	Cavassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen .. .. .	162 0	158 0	Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched) .. .. .	156 6	151 6	Other storemen or packers .. .. .	152 0	147 0	All others .. .. .	145 0	140 0
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<p>PROPORTION (within any shop).</p> <p style="text-align: center;">APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than 158s. per week.</p> <p style="text-align: center;">IMPROVERS.</p> <p>One improver to every two or fraction of two workers receiving not less than 158s. per week.</p>																																											

### TIME WAGES.

3. 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 the number of hours fixed for an ordinary week's work 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.

4. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
Saturday .. .. .	8 a.m.	noon
On the other working days of the week .. .. .	8 a.m.	5.30 p.m.

MEAL INTERVAL.

5. Each employee shall be entitled to have one hour for a meal interval which must be taken between the hours of noon and 2.15 p.m. In no case shall an employee be required to work more than five hours without an interval for a meal.

OVERTIME.

6. Outside the hours fixed in clause 4 . . . . . }  
 Within the hours fixed in clause 4 in excess of the number of hours as fixed for an ordinary week's work . . . . . } Time and a half.

SPECIAL RATE FOR PUBLIC HOLIDAYS.

7. Treble time shall be paid within the Metropolitan District and double time elsewhere for all work done on Easter Saturday, and time and a half for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, and on Cup Day (Metropolitan District only), and after 12.30 p.m. on Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946*, as are within the area to which this Determination applies). If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

SUNDAYS.

8. Treble time shall be paid for all work done on Sundays.

TERMINATION OF EMPLOYMENT.

9. 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 employee, or one week's wages paid or forfeited, as the case may be, in lieu thereof.

TEA MONEY.

10. Any employee who is required to work overtime in excess of two hours on any day shall receive an allowance of 2s. as tea money in addition to the rates provided in clause 6.

RATIONING OF EMPLOYEES.

11. Where it is claimed by the employer that the exigencies of trade necessitate the rationing of employees, then such employer shall give at least seven days' notice of such rationing to the employee concerned.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

NOTE.—In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.

PROVISION OF BICYCLE OR OTHER MECHANICAL CONVEYANCE.

13. Where an employer directs an employee to provide himself with a bicycle or some other mechanical means of transport in order to carry out his duties, such an employee shall be entitled to an allowance (in addition to any other amount to which he may be entitled under this Determination) as follows:—

- For provision of a bicycle . . . . . 2s. 6d. per week.
- For provision of a motor cycle . . . . . 10s. per week.
- For provision of a motor car . . . . . at the rate of 4d. per mile up to a maximum allowance of £3 per week.

SICK LEAVE.

14. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) during the first year—3½ hours' ordinary pay for each complete month of service;
- (ii) during any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 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.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

PAYMENT OF FARES.

15. Where an employee is temporarily transferred from one branch of an employer's business to another, and such transfer necessitates the employee paying a higher fare in proceeding to and from his home, such excess amount shall be paid by the employer.

PAYMENT OF RENT.

16. A shopkeeper shall not charge any employee who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than 10s. per week.

REFERENCE.

17. An employee on severing his connexion with an employer shall be entitled to and shall receive a reference stating length of employment, character, and qualifications whilst in such employment.

## REST PERIODS.

18. All employees shall be allowed two rest periods of not less than five minutes each on each day, the first between the time of commencing work and the mid-day meal interval, and the second between the mid-day meal interval and the ending of work.

## CLOTHING ALLOWANCE.

19. Where any employee is required to wear, whilst at work, a washable outer garment (such as overalls, dust coat, &c.) such outer garment shall be provided and laundered by the employer.

## PAYMENT OF WAGES.

20. Payment of wages (including overtime, allowances, fares, &c.) shall be made not later than Thursday in each week.

## PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 22. Provided that the wages of apprentices and improvers 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.

*Basic Wage.*

Place.	Needs Basic Wage. (Adjustable.)	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the area to which this Determination applies	5 19 0	6 0	6 5 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

22. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in August, 1949, the amounts of the Basic Wage shall be as prescribed in clause 21.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 21st June, 1949.



**DETERMINATION OF THE COMMERCIAL CLERKS BOARD.**

**NOTE.**

Notice of appeal to the Industrial Appeals Court has been lodged against a certain part of the Determination.

Section 22 (2) Act 4874, provides that, when an appeal is made in accordance with that Act, the part of the Determination appealed against shall not come into operation until the appeal has been dealt with by the Court.

6983/49.

OTHER EMPLOYEES.

WAGES PER WEEK.

	Within a Radius of 25 Miles of the General Post Office, Melbourne, and within a Radius of 10 Miles of the Post Office, Geelong.		All Other Parts of Victoria.	
	Males.	Females.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Stenographers, typistes, or operators of calculating, or ledger-keeping machines .. .. .	158 6	113 6	155 6	106 0
Telephone switchboard attendants .. .. .	158 6	111 6	155 6	106 0
All other adults .. .. .	158 6	109 0	155 6	103 9

WEEKLY HOURS (OTHER THAN SHIFT WORKERS).

3. The number of hours to constitute an ordinary week's work shall be 40.

4. TIMES OF BEGINNING AND ENDING WORK (OTHER THAN SHIFT WORKERS).

	Time of Beginning Work.	Time of Ending Work.
On the usual weekly half holiday .. .. .	8 a.m.	1 p.m.
On all other days of the week .. .. .	8 a.m.	6.15 p.m.

The provisions of this clause shall not apply to employees working in hotels, guest houses, boarding houses, restaurants, or coffee palaces, but the spread of hours for such employees shall not exceed nine (9) in any one day.

OVERTIME (OTHER THAN SHIFT WORKERS).

5. (a) Employees working in hotels, guest houses, boarding houses, restaurants, or coffee palaces shall be paid time and a half for all work done in excess of the number of hours fixed for an ordinary week's work.

(b) Employees working in any other place:—

- (i) Within the hours fixed in clause 4 in excess of hours fixed for an ordinary week's work .. Time and a half.
- (ii) Outside the hours fixed in clause 4 .. .. . Time and a half.

For the purpose of administering the provisions contained in sub-clauses (a) and (b) hereof the minimum period for which an employee shall be paid overtime shall be one-half hour per week.

(c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

SHIFT WORK.

6. In this clause—

- "Afternoon Shift" means any shift finishing after 6 p.m. and at or before midnight.
- "Night Shift" means any shift finishing subsequent to midnight, and at or before 8 a.m.

(a) (i) Notwithstanding any other provisions of this Determination an employee may be employed upon shifts, in which case the ordinary hours for a week's work shall be 40, and shall be performed in shifts not exceeding 9 hours each in the case of a five-day week and not exceeding 8 hours each in the case of a six-day week. A Sunday may be included in either case.

(ii) A shift worker employed on an afternoon shift or on a night shift shall, for work done during the ordinary hours of any such shift, be paid ordinary rates plus an additional 10 per cent. for an afternoon shift, or an additional 12½ per cent. for a night shift.

(iii) The times of beginning and ending the shift of any employee shall not be altered without at least one week's notice to the employee concerned.

(iv) Twenty minutes shall be allowed to a shift worker for a meal during each shift between the fourth and fifth hour of such shift. Such meal break shall be counted as time worked.

Overtime for Shift Workers.

(b) A shift worker for all time worked—

- (i) in excess of the ordinary hours prescribed; or
- (ii) on more than six shifts on any seven consecutive days; or
- (iii) on a rostered shift off;

shall be paid at the rate of time and a half, provided that time worked on any day in excess in the aggregate of ten hours of ordinary time and/or overtime, shall be paid for at the rate of double time.

(c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

Sunday and Holiday Rates for Shift Workers.

(d) (i) A shift worker whose ordinary working period includes a Sunday or a holiday (as prescribed in clause 9) as an ordinary working day, shall be paid at the rate of time and a half for such ordinary time as occurs on such Sunday or holiday.

(ii) A shift worker whose ordinary working period does not include a Sunday or a holiday (as prescribed in clause 9) as an ordinary working day, shall, if required to work on any such Sunday or holiday, be paid double time for work done on either of such days.

TERMS OF EMPLOYMENT.

7. All employees (other than casuals) willing, ready and available for work shall be paid the full weekly wage fixed herein, irrespective of the number of hours worked not exceeding 40. To terminate employment one week's notice shall be given by either employer or employee or in lieu thereof one week's wages shall be paid or forfeited, as the case may be. The provisions of this clause shall not apply in any instance where an employee is dismissed for misconduct.

Notwithstanding any provisions elsewhere contained herein, an employer may deduct payment for any day an employee cannot usefully be employed because of any strike, breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

CASUAL LABOUR.

8. Casual hands, i.e., persons who are employed during any week for not more than one-half of the maximum number of hours fixed in the Determination as a week's work, shall be paid at the rate of time and a half on the hourly rate calculated *pro rata* by dividing the weekly rate by the number of hours fixed for a week's work.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS (OTHER THAN SHIFT WORKERS).

## 9. All work done on—

Sundays;  
 New Year's Day;  
 Australia Day;  
 Good Friday;  
 Easter Saturday (except in localities where the late trading night is observed on Saturday);  
 Easter Monday;  
 Labour Day (within a radius of 25 miles of the G.P.O., Melbourne; within the Cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; within the town of Newtown and Chilwell; and within the boroughs of Eaglehawk and Sebastopol);  
 Anzac Day;  
 King's Birthday;  
 Melbourne Cup Day (within a radius of 25 miles of the G.P.O., Melbourne, except in establishments where employees other than clerks are employed and the majority of such employees do not observe Cup Day as a holiday);  
 Christmas Day; and  
 Boxing Day

or any other day substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, shall be paid for as follows:—

Clerks or cashiers employed in hotels, guest houses, boarding houses, coffee palaces, or restaurants	Time and a half.
All others	Double time.

Provided that this clause shall not apply to:—

Receiving clerks or punch or fare-checking clerks, outfit clerks, roster clerks, or other clerks in lieu of or in substitution for any such clerks in connexion with the traffic operations of tramways or employed in tramway sheds or tramway offices; or  
 Counter clerks, entering clerks, cashiers, label or despatch clerks employed in daily newspaper offices.

## ANNUAL HOLIDAY.

10. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(b) In addition to the above, shift workers shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

## HOLIDAYS.

11. No deduction shall be made from the wages of employees granted leave for the holidays specified in clause 9.

## SICK LEAVE.

12. (a) Any employee not attending for duty, who has had not less than three months' service with the same employer, shall not lose his or her pay for the actual time lost if 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 six days in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding eighteen days which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purpose of this sub-clause service prior to the 7th July, 1944, shall be disregarded.

## TIME AND WAGES RECORDS.

13. Each employer shall keep time and wages records showing the name of each employee, the hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to a duly-accredited official of the Federated Clerks' Union of Australia during the usual office hours at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

## MEAL ALLOWANCE.

14. Any employee who is required to work beyond one hour after the usual finishing hour of work, shall be paid a meal allowance of 2s. 6d. This provision shall only apply within a radius of 25 miles of the G.P.O., Melbourne, and 10 miles of the Post Office, Geelong.

## VEHICLE ALLOWANCES.

15. (a) Where an employer requires an employee to use his own bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used.

(b) Where an employer requires an employee to use his own motor vehicle in the performance of his duties, such employee shall be paid an allowance of not less than fourpence per mile, but such allowance shall not exceed £3 per week.

(c) Where an employer provides a motor vehicle which is used by an employee in the performance of his duties, all expenses, including registration, running, and maintenance of such motor vehicle, shall be paid by the employer.

## UNIFORM ALLOWANCE.

16. Where an employer requires any employee to wear any special uniform, dress, or clothing, such employee shall be paid an allowance of 2s. 6d. per week unless such uniform, dress, or clothing is supplied and laundered by the employer.

## REST PERIOD.

17. All employees shall be allowed two rest intervals on each day as follows:—(a) The first ten minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

## FLOOR COVERING.

18. Where an employee is called upon to remain stationary on a concrete or stone floor for a period exceeding half an hour, suitable floor covering shall be provided by the employer.

## PAYMENT OF WAGES.

19. Wages, overtime, and allowances shall be paid during working hours not later than Friday in each pay week.

## PERIODICAL ADJUSTMENT OF WAGES.

20. The wages set out for adult males in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 21.

## Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 5 19 0	s. d. 6 0	£ s. d. 6 5 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

21. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in August, 1949, the amounts of the Basic Wage shall be as prescribed in clause 20.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor '087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach '5 or more, the basic wage shall be taken to the next higher shilling.

## PERIODICAL ADJUSTMENT OF RATES FOR ADULT FEMALES AND ALL JUNIORS.

22. The amounts of the wage rates for adult females and all juniors shall be adjusted proportionately to adjustments of the Needs Basic Wage—such adjustments to be made to the nearest 3d. half or less than half of 3d. to be disregarded, and to be made upon the rates prescribed in the Determination which came into force on the 8th July, 1949. Provided that no rate shall be increased or decreased by more than the increase or decrease in the basic wage.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 8th July, 1949.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 610]

TUESDAY, JULY 26.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE OPTICIANS BOARD.

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 person employed in manufacturing or mounting optical lenses or their frames," has made the following Determination, namely:—

1. That on the 23rd July, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### 2. (a) EMPLOYEES ENGAGED IN CONNECTION WITH SPECTACLE FRAME MAKING.

Female and Unapprenticed Junior Labour.					Other Employees.			
(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—								
	Wages per Week.					Wages per Week.		
	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.		Weekly Rate.	War* Loading.	Total Weekly 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>I.—Adult Females.</i>								
Under three months' experience ..	65	3 0	..	4 0 6	Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of metal frames ..			
All others ..	75	3 0	..	4 12 0		166 6	3 0	169 6
<i>II.—Junior Females.</i>								
17 years of age and under ..	40	1 0	..	2 8 6	Press operator (heavy) ..	146 0	3 0	149 0
18 years of age ..	47½	1 3	..	2 18 0	Press operator (light) ..	144 0	3 0	147 0
19 years of age ..	55	1 6	..	3 7 0	Process worker (as defined)	144 0	3 0	147 0
20 years of age ..	62½	2 0	..	3 16 6				
<i>III.—Junior Males.</i>								
Under 16 years of age ..	25	0 6	2 0	1 12 0				
16 years of age ..	35	0 9	3 0	2 5 6				
17 years of age ..	47½	1 0	4 0	3 1 6				
18 years of age ..	60	1 0	5 0	3 17 6				
19 years of age ..	75	2 0	6 0	4 17 0				
20 years of age ..	90	2 0	7 0	5 16 0				
<p>The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.</p>								
<p>(ii) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.</p>								
<p>Note.—The Board has determined that no apprentice shall be taken to this section.</p>								

## (b) EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

	Apprentices.			Improvers.			Other Employees.					
	Wages Per Week.			Wages Per Week.			Wages Per Week.					
	Weekly Rate.	War* Loading.	Total Weekly Wage.	Weekly Rate.	War* Loading.	Total Weekly Wage.	Weekly Rate.	War* Loading.	Total Weekly 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>			
1st year ..	28 9	0 9	29 6	1st year ..	28 9	0 9	29 6	Foreman, i.e., man in charge of two or more employees ..	185 6	3 0	188 6	
2nd year ..	35 3	0 9	36 0	2nd year ..	38 3	1 0	39 3		Optical workers and repairers ..	166 6	3 0	169 6
3rd year ..	49 3	1 0	50 3	3rd year ..	53 6	1 3	54 9					
4th year ..	67 6	1 6	69 0	4th year ..	76 0	1 9	77 9					
5th year ..	97 9	2 3	100 0	5th year ..	106 6	2 3	108 9					
6th year ..	132 0	3 0	135 0	6th year ..	138 0	3 0	141 0					
PROPORTION (in any factory, shop, or place). One apprentice to every two or fraction of two workers receiving not less than 169s. 6d. per week. An indenture of apprenticeship prescribed was approved on 15th December, 1914.			PROPORTION (in any factory, shop, or place). One improver to every three journeymen receiving not less than 169s. 6d. per week. Provided that in any place where two or more journeymen are employed solely at grinding lenses additional improvers may be employed in the proportion of one improver to each of such journeymen.									

\* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

## HOURS OF WORK.

3. The number of hours to constitute an ordinary week's work shall be 40.

4. TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
8 a.m. ..	.. 12.30 p.m. on the day on which the half-holiday is observed.
8 a.m. ..	.. 6.0 p.m. on the other working days of the week.

## OVERTIME.

5. That the following rate shall be paid for all work done—

- (a) Outside the hours fixed in Clause 4 up to 3 hours per day .. .. Time and a half and thereafter double time  
 (b) Within the hours fixed in Clause 4 in excess of 8 hours per day Monday to Friday inclusive and 4 hours on Saturday in a six-day workshop, and all time in excess of 8 hours 48 minutes per day Monday to Friday inclusive in a 5-day workshop .. .. Time and a half.

## TIME RATE.

6. 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 the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three per centum, and for each hour thereafter he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

## TERMINATION OF EMPLOYMENT.

7. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

Notwithstanding any provisions elsewhere contained herein, an employer may deduct payment for any day an employee cannot usefully be employed because of any strike, breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

## PAYMENT FOR HOLIDAYS.

8. Employees shall be entitled to the following holidays without deduction of pay:—Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day within the Metropolitan District as defined in the Factories and Shops Acts, Christmas Day, Boxing Day, New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall only apply to the day so substituted. Provided that Christmas Day and Boxing Day shall for the year, 1948, be deemed to fall on the 27th and 28th days of December, 1948, respectively, and that New Year's Day for the year, 1949, shall be deemed to fall on the 3rd day of January, 1949.

## ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

NOTE.—In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.

## SPECIAL RATES.

10. That double time shall be the special rate for all work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, within the Metropolitan District as defined in the Factories and Shops Acts, Christmas Day, Boxing Day, New Year's 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 only be payable for work done on the day so substituted. Provided that Christmas Day and Boxing Day shall for the year, 1948, be deemed to fall on the 27th and 28th days of December, 1948, respectively, and that New Year's Day for the year, 1949, shall be deemed to fall on the 3rd day of January, 1949.

## TEA MONEY.

11. When an employee works more than two hours' overtime in any one day he shall be paid 2s. meal money.

DEFINITIONS.

12. "Process worker" means an employee engaged on—

- (i) repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connection with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) in the assembling and/or buffing of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or
- (iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screw-drivers, spanners and files, and such tools as are necessary for deburring or removing rags or edging;

PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates for employees set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 14. Provided that (i) the wages of adult females, junior females and junior males in clause 2 (a) shall be adjusted to accord with the percentages of the contemporaneous needs basic wage and in addition thereto the constant loadings specified, (ii) the wages of apprentices and improvers in clause 2 (b) shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

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 .. .. .	5 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

14. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in August, 1949, the amounts of the Basic Wage shall be as prescribed in clause 13.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANDES J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 8th July, 1949.

