



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 639]

THURSDAY, AUGUST 11.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

**NOTE.**—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts, and the Order in Council thereunder extending such Metropolitan District, the cities of Ballarat, Bendigo, and Warrnambool, and the boroughs of Eaglehawk and Sebastopol.

On the 18th May, 1932, the Shops Board No. 18 (Miscellaneous Shops) was deprived of the power 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—

- (a) Electrical goods;
- (b) Wireless (radio) sets, parts, or accessories;

and such power was conferred exclusively on the Shops Board No. 23 (Electrical and Radio Goods).

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—

- (a) Electrical goods;
- (b) Wireless (radio) sets, parts, or accessories"—

has made the following Determination, namely:—

1. That as on and from the 18th 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.			
						Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
				s.	d.	s. d.	s. d.
<b>MALES.</b>				<b>MALES.</b>			
Under 16 years of age	..	..	..	33	0	177 6	173 6
16 years of age	..	..	..	44	0		
17 " "	..	..	..	56	6		
18 " "	..	..	..	79	0		
19 " "	..	..	..	100	6		
20 " "	..	..	..	123	6		
<b>FEMALES.</b>				<b>FEMALES.</b>			
Under 16 years of age	..	..	..	33	6	162 0	158 0
16 years of age	..	..	..	42	6		
17 " "	..	..	..	47	6		
18 " "	..	..	..	55	0		
19 " "	..	..	..	62	6		
20 " "	..	..	..	71	0		
<b>PROPORTION (WITHIN ANY SHOP).</b>							
<i>Apprentices.</i>							
<b>MALES.</b>							
One male apprentice to every three or fraction of three workers receiving not less than 158s. per week.							
<b>FEMALES.</b>							
One female apprentice to every three or fraction of three workers receiving not less than 122s. 6d. per week.							
<i>Improvers.</i>							
<b>MALES.</b>							
One male improver to every two or fraction of two workers receiving not less than 158s. per week.							
<b>FEMALES.</b>							
One female improver to every two or fraction of two workers receiving not less than 122s. 6d. per week.							
				<b>FEMALES.</b>			
				Females	..	126 6	122 6

## PAYMENT WHERE LESS THAN A FULL WEEK IS WORKED.

3. Any person who is ready, available and willing to complete the number of hours for a week's work for which he or she was engaged, shall, if actually employed in any week for less than 40 hours, be paid for each hour up to 30 hours as follows:—

(a) in any week in which two or more public holidays occur—at the ordinary rate, with an addition of fifty per centum;

(b) in any other week—at the ordinary rate, with an addition of thirty-three and one-third per centum;

and thereafter the ordinary wage rate up to but not exceeding the appropriate wage rate prescribed for a week of 40 hours.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing annual holidays and sick leave under this Determination.

4.

## TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
Saturday .. .. .	7.45 a.m.	noon
On the other working days of the week .. .. .	7.45 a.m.	5.30 p.m.

## MEAL INTERVAL.

5. No employer shall require any employee to take a longer interval than one hour for a meal.

## OVERTIME.

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

## SPECIAL RATES.

7. Time and a half shall be paid for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Melbourne Cup Day (Metropolitan District only), King's Birthday, Christmas Day, Boxing Day, 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 abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

## TERMINATION OF EMPLOYMENT.

8. Except in a case where an employer or an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited as the case may be, in lieu thereof.

## ALLOWANCE.

9. When, 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 2s. 6d. per week in addition to the ordinary rate.

## TEA MONEY.

10. Any employee whose weekly rate is not more than 142s. 6d. who is required to work overtime in excess of two hours on any one day, shall receive an allowance of 2s. 6d. as tea money in addition to the rates provided in clause 6.

## NOTICE TO WORK OVERTIME.

11. At least 24 hours' notice shall be given when overtime is required to be worked.

## NOTICE OF INTENTION TO RATION.

12. Where an employer, owing to slackness of trade, desires to ration his employees, he shall give at least 24 hours' notice to each employee of his intention to ration such employee.

## ANNUAL HOLIDAY.

13. 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.)

## 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.

## TIME AND WAGES RECORDS.

15. An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee.

## PAYMENT OF WAGES, ETC.

16. Payment of all wages, overtime, special rates, and allowances due, shall be made during working hours not later than Thursday each week.

## REFERENCE.

17. 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 and qualifications. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

## TRANSPORT ALLOWANCE.

18. (a) When an employee, by arrangement with his employer, uses his own car in the service of the employer he shall be paid an allowance of not less than 4d. per mile; provided that the total allowance payable shall not be less than 40s. per week and shall not exceed 20s. for any one day or £3 for any one week.

(b) When an employee, by arrangement with his employer, uses his own motor cycle or motor cycle and side-car in the service of the employer he shall be paid an allowance of not less than 2d. per mile; provided that the total allowance payable shall not be less than 16s. per week and shall not exceed 7s. 6d. for any one day or 30s. for any one week.

(c) Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 3s. 6d. per week in addition to the ordinary wage shall be paid to such employee.

## POSTING OF DETERMINATION.

19. A copy of this Determination shall be kept posted at or near the entrance to any shop or place to which it applies.

## PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rate for employees receiving in excess of the basic wage set out in clause 2 is 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 21. The wages of other employees 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.	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.

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.

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

J. W. RYAN, Secretary.

Melbourne, 18th July, 1949.

