



# VICTORIA GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 2 (BOOT REPAIRERS).

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 which now has the power to determine the lowest prices or rates which may be paid to any person employed—

(a) in the process, trade, business, or occupation of a boot repairer;

(b) in a boot repair shop selling grindery or other goods usually sold in such shops,

has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence on or after the 9th April 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### 2. APPRENTICES OR IMPROVERS.

Males.					Females (see clause 4)				
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.				
Commencing Age.									
	Under 16 years.	16 years.	17 years.	18 years or over.				s.	d.
1st year .. .. .	s. d. 58 0	s. d. 83 6	s. d. 83 6	s. d. 102 0	Under 16 years of age .. .. .			65	0
2nd year .. .. .	83 6	102 0	102 0	127 6	16 and under 17 years of age .. .. .			72	6
3rd year—					17 and under 18 years of age .. .. .			79	0
1st 6 months .. .. .	102 0	127 6	127 6	165 0	18 and under 19 years of age .. .. .			86	6
2nd 6 months .. .. .	119 0	136 0	136 0	175 0	19 and under 20 years of age .. .. .			95	6
4th year—					20 and under 21 years of age .. .. .			103	6
1st 6 months .. .. .	127 6	144 6	165 0	Minimum wage					
2nd 6 months .. .. .	136 0	153 0	175 0						
5th year—									
1st 6 months .. .. .	144 6	165 0	Minimum wage						
2nd 6 months .. .. .	153 0	175 0							
6th year—									
1st 6 months .. .. .	165 0	Minimum wage							
2nd 6 months .. .. .	175 0								
Thereafter .. .. .	Minimum wage								

#### PROPORTION (IN ANY PLACE).

##### Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 213s. per week of 40 hours.

##### Improvers.

One improver to every four workers receiving not less than 212s. per week of 40 hours.

#### PROPORTION (BY ANY EMPLOYEE).

##### Apprentices.

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

##### Improvers.

Two female improvers to every female adult worker receiving not less than the minimum wage.

3.		OTHER EMPLOYEES.				
Wages per Week of 40 Hours.		Wages per Week of 40 Hours.				
			Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	
<i>Females (see Clause 4).</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	
Adult females	.. ..	134 6	Males	210 0	3 0	213 0

## SPECIAL PAYMENTS.

4. (a) In addition to the rates prescribed in clauses 2 and 3 hereof, any female employee required to do machining and/or solutioning of uppers; eyeletting; lacing; socking; pomming; attaching ornaments, buttons or buckles; cleaning; spraying; branding; sizing; solutioning and covering wood heels; skiving or trimming the insides and outsides of uppers (including cut-outs), shall be paid an additional  $7\frac{1}{2}$  per cent.

(b) Any female employee required to do repairs not specified in sub-clause (a) hereof shall be paid male adult rates for the time so occupied.

## TIMES OF BEGINNING AND ENDING WORK.

5. (a) For Males—		Time of Beginning.	Time of Ending.
Monday to Friday inclusive	.. ..	8 a.m.	5.15 p.m.
(b) For Females—			
On Saturday	.. ..	8 a.m.	1 p.m.
On all the other working days of the week	.. ..	8 a.m.	6 p.m.

## OVERTIME.

6. The following rates shall be paid for all work done:—

(a) By Males—

Outside the times of beginning and ending work .. .. } Time and a half.  
 Within the times of beginning and ending work, in excess of 40 hours in any week .. .. }

(b) By Females—

Outside the times of beginning and ending work .. .. } Time and a half.  
 Within the times of beginning and ending work, in excess of 40 hours in any week .. .. }

## PAYMENT FOR HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Trade Picnic Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) When Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday and no holiday is substituted in lieu thereof, employees shall have an additional day or days, as the case may be, added to his annual leave or be paid for each such day an amount equivalent to one-fifth of the ordinary weekly wage paid to such employees.

## PAYMENT FOR WORK DONE ON SUNDAYS.

8. All time worked on Sunday shall be paid for at the rate of treble time with a minimum payment as for a full day of 8 hours whether such full day is worked or not, provided that time worked in the alteration of plant or machinery necessary for resumption of work the next following working day shall be paid for at the rate of time and a half.

## SPECIAL RATES.

9. Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, 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 rate shall only be payable for work done on the day so substituted.

Provided that outside the Metropolitan District another holiday may be substituted for Melbourne Cup Day in clauses 7 and 9.

## MEAL INTERVAL.

10. An interval of not less than half an hour and not more than one hour shall be allowed for the midday meal.

NOTE.—Section 117 (3) of the *Factories and Shops Act* 1928 (No. 3877) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

## REST PERIOD.

11. On Monday to Friday inclusive a rest period of not less than ten minutes each day shall be given to employees at a time suitable to the employer. Such rest period may be taken in periods of five minutes each.

## PAYMENT OF WAGES.

12. (a) Wages shall be paid in the employer's time either on Thursday or Friday in each week except when holidays intervene.

(b) Not more than two days pay shall be kept in hand by the employer.

(c) Any employee whose services have been terminated by the employer before the usual time of payment shall be paid all moneys due to him within 30 minutes of such termination.

## TEA MONEY.

13. An employee who is required to work overtime for more than one and one-half hours on any day after the usual finishing time shall be paid a meal allowance of 3s.

## ANNUAL HOLIDAY.

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

(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 1s., plus postage.)

## TERMINATION OF EMPLOYMENT.

15. (a) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day when work is not available and/or the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(b) A weekly employee to be entitled to the weekly wage shall be available, ready and willing, to perform his or her usual work during the days and hours usually worked by such class of employees.

#### SICK LEAVE.

16. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than 40 hours of working time in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence if practicable evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(b) Notwithstanding the provisions of sub-clause (a) hereof 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 80 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to 1st May, 1948, shall be disregarded.

#### FACILITIES FOR MAKING TEA.

17. Facilities for making tea shall be provided by the employer for the employees at the commencement of rest periods and meal hours.

#### PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates for adult males set out in clause 3 is based upon the following basic wage, 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 19.

#### Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	8 10 0	Melbourne

#### ADJUSTMENT OF BASIC WAGE.

19. (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 May, 1951, the amount of the Basic Wage shall be as prescribed in clause 18.

(c) 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, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 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.

(d) The wages rate for adult females is based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rate for adult females shall be adjusted by increasing or decreasing such rate by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of Apprentices or Improvers shall be the appropriate percentages as set out hereunder, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

#### APPRENTICES OR IMPROVERS.

Males.					Females.				
Percentage of Basic Wage.					Percentage of Female Basic Wage.				
	Commencing Age.								
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.					
1st year ..	34	49	49	60	Under 16 years of age ..	..	..	..	51
2nd year ..	49	60	60	75	16 and under 17 years of age ..	..	..	..	57
3rd year—					17 and under 18 years of age ..	..	..	..	62
1st 6 months ..	60	75	75	97	18 and under 19 years of age ..	..	..	..	68
2nd 6 months ..	70	80	80	100 + 5s.	19 and under 20 years of age ..	..	..	..	75
4th year—					20 and under 21 years of age ..	..	..	..	81
1st 6 months ..	75	85	97	..					
2nd 6 months ..	80	90	100 + 5s.	..					
5th year—									
1st 6 months ..	85	97	..	..					
2nd 6 months ..	90	100 + 5s.	..	..					
6th year—									
1st 6 months ..	97	..	..	..					
2nd 6 months ..	100 + 5s.	..	..	..					

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

J. V. WILLOX, Secretary.

Melbourne, 9th April, 1951.

