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FRIDAY, JUNE 17.

[1955

*Labour and Industry Act 1953.*

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 *Labour and Industry Act 1953*; the cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Labour and Industry Act 1953*, 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 17th March, 1955, 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.		
	Percentage of Basic Wage.	s. d.		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
Under 15 years of age .. .. .	40	94 0			
15 years of age .. .. .	42	98 6			
16 years of age .. .. .	48	113 0			
17 years of age .. .. .	63	148 0			
18 years of age .. .. .	80	188 0			
19 years of age .. .. .	97	228 0			
20 years of age .. .. .	100 + 15/-	250 0			
<p style="text-align: center;">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 286s. 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 286s. per week.</p>			<p>Person in charge of a shop (including a branch shop) .. .. .</p> <p>Canvassers, 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 .. .. .</p> <p>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) .. .. .</p> <p>Other storemen or packers .. .. .</p> <p>All others .. .. .</p>	<p>s. d.</p> <p>304 0</p> <p>289 0</p> <p>277 6</p> <p>271 6</p> <p>266 0</p>	<p>s. d.</p> <p>301 0</p> <p>286 0</p> <p>274 6</p> <p>268 6</p> <p>263 0</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.

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 .. .. .	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 RATES FOR PUBLIC HOLIDAYS.

7. Treble time shall be the special rate within the Metropolitan District, and double time elsewhere, for all work done on Easter Saturday, and double time for all work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District on Melbourne Cup Day and Melbourne Show Day. 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 for work done only on the day so substituted.

All employees shall be entitled to the above-named holidays without deduction of pay.

PUBLIC HOLIDAYS.

7A. New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Christmas Day, and Boxing Day, or any day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as Public Holidays.

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.

MEAL MONEY.

10. Any employee who is required to work overtime in excess of two hours on any day shall receive an allowance of 5s. as meal 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 LEAVE.

12. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

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 a provision of a bicycle .. .. . 1s. per day or part thereof
- 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, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st August, 1948, shall be disregarded.

No employer shall terminate the services of an employee with the object of avoiding his obligations under this sub-clause.

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 resides 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 20s. 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 ten minutes each on each day (Monday to Friday inclusive), 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.

TIME AND WAGES RECORDS.

21. 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. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia. Provided that an inspection shall not be demanded unless the Secretary or other paid official of the union suspects that a breach of the Determination has been committed.

FIRST-AID OUTFIT.

22. In each shop where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees an adequate first-aid outfit.

PERIODICAL ADJUSTMENT OF WAGES.

23. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, 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 24.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies .. .. .	11 15 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

24. (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, 1955, the amount of the basic wage shall be as prescribed in clause 23.

(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 of apprentices and improvers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

A. V. BARNS, J.P., Chairman.  
J. W. RYAN, Secretary.

Melbourne, 8th March, 1955.

NOTE.—This Determination was made pursuant to the provisions of the *Labour and Industry Act 1953*, and in his or her own interests each employer of labour should obtain a copy of the said Act which may be purchased from the Government Printer, Melbourne.

Section 1: Introduction

The first part of the document discusses the background and objectives of the study. It covers the historical context and the specific goals of the research project.

Section 2: Methodology

This section details the research methods used, including data collection techniques and the analytical framework applied to the study.

Section 3: Results

The results section presents the findings of the study, organized into several sub-sections that correspond to the different variables and hypotheses tested.

Section 4: Discussion

The discussion section interprets the results, comparing them with existing literature and discussing the implications for theory and practice.

Section 5: Conclusion

The conclusion summarizes the main findings and provides final thoughts on the study's contribution to the field.

Section 6: Appendix

The appendix contains supplementary information, such as raw data, detailed calculations, and additional figures that support the main text.

Section 7: Bibliography

The bibliography lists the academic sources cited throughout the document, providing a comprehensive overview of the research landscape.

Section 8: Index

The index provides a quick reference to the various topics and terms discussed in the document, facilitating easier navigation.

Section 9: Glossary

The glossary defines key terms and abbreviations used in the document to ensure clarity and consistency.

Section 10: Acknowledgments

The acknowledgments section expresses gratitude to the individuals and organizations that provided support and resources during the research process.