VICTORIA
GOVERNMENT GAZETTE.

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No. 1083] THURSDAY, DECEMBER 20. [1956

Labour and Industry Acts.

DETERMINATION OF THE WHOLESALE GROCERS BOARD.

NOTES.—(*a*) This Determination applies to the whole of the State of Victoria.

(*b*) On the 23rd December, 1912, the powers of the Wholesale Grocers Board were extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

IN accordance with the provisions of the Labour and Industry 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 wholesale grocer, including a seller of tea", has made the following Determination, namely:—

1. That on the 9th November, 1956, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. The following rates are based upon a basic wage of £13 3s.

Apprentices and Improvers.

—	Percentage of Basic Wage.	Wages per Week. £ s. d.
Under 16 years of age ..	31	4 1 6
16 years of age	38	5 0 0
17 years of age	49	6 9 0
18 years of age	65	8 11 0
19 years of age	83	10 18 6
20 years of age	100 + 1s.	13 4 0

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than £15 6s. per week.

An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1926.

Improvers.

One improver to every three or fraction of three workers receiving not less than £15 6s. per week.

All Other Employees.

	Wages per Week. £ s. d.
Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	16 8 0
Leading hand in charge of—	
10 or more persons	16 8 0
6, 7, 8, or 9 persons	15 19 6
1, 2, 3, 4, or 5 persons	15 9 6
Storeman employed singly	15 9 6
All others	15 6 0

NOTE.—"Leading hand" means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

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HOURS OF WORK.

3. The number of hours to constitute an ordinary week's work shall be 40, which shall be worked in five days, Monday to Friday inclusive.

4. TIMES OF BEGINNING AND ENDING WORK—

Times of Beginning. Not earlier than—	Times of Ending. Not later than—	
7.30 a.m. ..	5.30 p.m. ..	Monday to Friday inclusive.

OVERTIME.

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

Outside the times of beginning and ending work in any day .. .. First two hours—Time and a half, thereafter—Double time.

Within the times of beginning and ending work, in excess of the maximum number of hours prescribed in clause 3 .. .. Time and a half.

TEA MONEY.

6. Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed five shillings tea money in addition to overtime rates as prescribed for in this Determination.

MEAL PERIOD.

7. A meal period of not less than half an hour shall be taken between the hours of 12 noon and 2 p.m.

TERMS OF ENGAGEMENT.

8. (*a*) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(*b*) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(*c*) Casual employees shall be guaranteed not less than two hours' engagement every start.

(*d*) 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 employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

CASUAL EMPLOYEES.

9. Casual employees, i.e., employees engaged for less than two full weeks shall be paid at ordinary wages rate with an addition of thirty-three and one-third per centum.

HOLIDAYS.

10. Employees, provided their services are not required, shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Melbourne Show Day, Melbourne Cup Day, 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 this provision shall apply only to the day so substituted : Provided that outside the Metropolitan District as defined in the Labour and Industry Acts, by mutual agreement between the employer and the employee concerned another day may be substituted for Melbourne Cup Day.

SPECIAL RATES.

11. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Melbourne Show Day, Melbourne Cup Day, 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, then the special rate shall be payable only for the day so substituted : Provided that outside the Metropolitan District as defined in the Labour and Industry Acts, and by mutual agreement between employer and the employee concerned another day may be substituted for Melbourne Cup Day.

OLYMPIC GAMES HOLIDAY.

11A. In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clauses 10 and 11.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

ANNUAL HOLIDAYS.

12. The annual holidays shall be as prescibed by the provisions of the Labour and Industry Acts.

REST INTERVAL.

13. There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Friday inclusive in each week) for each employee, such time to count as time worked.

CERTIFICATE OF SERVICE.

14. Any worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

PAY DAY.

15. Payment of wages shall be made not later than Thursday of each week and during the ordinary working hours, provided that wages shall be paid on the day preceding a public holiday if such holiday is observed on the usual pay day.

SICK LEAVE.

16. (a) Any employee who, having had at least three month's 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 November, 1948, shall be disregarded provided that any accumulated sick leave, not exceeding 120 hours of working time, standing to the credit of the employee on the 1st November, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

UNION PICNIC DAY.

17. All establishments covered by this Determination shall close and be kept closed on the day fixed as Union Picnic Day.

FIRST-AID OUTFIT.

18. In each establishment the employer shall provide and continuously maintain, at a place reasonably accessible to all employees, an efficient first-aid outfit.

PROVISION OF OVERALLS.

19. An employee, with not less than one month's service with the same employer, shall be provided with one pair of overalls per year by the employer, free of cost to the employee. Such overalls shall remain the property of the employer.

PROVISION OF PIE HEATER AND BOILING WATER.

20. The employer shall provide a pie heater for the use of employees and boiling water at meal times.

DINING FACILITIES, CHANGE ROOMS AND LOCKERS.

21. The employer shall provide suitable dining facilities, change rooms and lockers for the use of employees.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 9th November, 1956.

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