



VICTORIA GOVERNMENT GAZETTE.

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Labour and Industry Act 1953.

DETERMINATION OF THE DISPENSARIES BOARD.

NOTE 1.—This Determination applies to the whole of the State of Victoria.

NOTE 2.—By Order in Council dated the 8th October, 1946, the Dispensaries Board 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 dispensing, compounding, or selling medicines, drugs, or medicinal preparations in hospital dispensaries, and such powers were conferred exclusively on the Hospital Pharmacists Board.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any persons employed in dispensing, compounding, or selling medicines, drugs, or medicinal preparations in a Friendly Society's Dispensary has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in September, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

Apprentices and Juvenile Workers.				Other Employees.			
(a) Apprentices.							
	Per- centage of Basic Wage.	Wages Per Week of 40 Hours.				Wages Per Week of 40 Hours.	
		<i>s. d.</i>				<i>s. d.</i>	
1st six months' experience	20	48 0		Chief Pharmaceutical Chemist		502 6	
2nd six months' experience	31	74 6		Assistant Pharmaceutical Chemist		402 6	
3rd six months' experience	41	98 6		Unregistered Assistant		377 6	
4th six months' experience	52	125 0		Female Shop Assistant		209 6	
5th six months' experience	62	149 0					
6th six months' experience	73	175 0					
7th six months' experience	82	197 0					
8th six months' experience	100+	245 6					
	5s. 6d.						

and thereafter the appropriate rate prescribed herein under the heading "Other Employees".

(b) Juvenile Workers.		
	Per-centage of Basic Wage.	Wages Per Week of 40 Hours.
		s. d.
1st six months' experience	20	48 0
2nd six months' experience	25	60 0
3rd six months' experience	35	84 0
4th six months' experience	45	108 0
5th six months' experience	51	122 6
6th six months' experience	60	144 0
7th six months' experience	70	168 0
8th six months' experience	79	189 6
and thereafter the appropriate rate prescribed herein under the heading "Other Employees".		

PROPORTION (IN ANY PLACE).

(a) Unregistered Assistants.

One unregistered assistant to every three or fraction of three Pharmaceutical Chemists receiving not less than £20 2s. 6d. per week.

(b) Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 402s. 6d. per week.

(c) Juvenile Workers.

One juvenile worker (i.e., a shop assistant not engaged in dispensing or compounding medicines, drugs or medicinal preparations, and who is under the age of 21 years) may be employed in any dispensary.

SUPERVISORY RATE.

3. Where an unregistered person is engaged in dispensing or compounding medicinal preparations or otherwise distributing substances for medicinal use on the prescription of a medical practitioner an amount of 25s. per week per unregistered person so employed shall be paid to the registered pharmaceutical chemist (s) responsible for the supervision thereof.

Provided that this payment shall not be made where the unregistered person is :—

- (a) an apprentice;
- (b) any person during the two years immediately following the completion of his or her indentures;
- (c) any person employed as an unregistered assistant prior to 1st August, 1955.

WEEKLY WAGE.

4. Employees (other than casual employees) shall be paid the full weekly wage fixed in this Determination irrespective of the number of hours worked not exceeding 40 per week.

TIMES OF BEGINNING AND ENDING WORK.

Times of Beginning.	Times of Ending.	
9 a.m.	6 p.m.	on Monday to Friday (inclusive).
9 a.m.	1 p.m.	on Saturday.

OVERTIME.

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

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

CASUAL LABOUR (OTHER THAN A RELIEVER).

7. A casual employee (i.e., a person employed for not more than 28 hours in any week) shall be paid at the rate of time and a half.

Notwithstanding anything contained in this clause, if an employee is not ready, available, and willing to work, if required he shall be entitled to be paid only pro-rata based on the ordinary rates prescribed in clause 2 hereof.

RELIEVER.

8. A reliever (i.e., a person engaged to relieve another employee during his or temporary absence) shall be paid as follows :—

- (a) If required to relieve for a period of less than one week, the rate prescribed for casual labour in clause 7 hereof;
- (b) If required to relieve for a period of one week or over, at the ordinary rate prescribed in clause 2 hereof plus 10 per cent.

SPECIAL RATES.

9. Time and a half shall be the special rate payable for all work done on Sundays, and double time for all work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and within the Metropolitan District Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, then the special rate shall be payable only for the day so substituted.

Outside the Metropolitan District another day shall be added to the list of holidays herein prescribed, in lieu of Melbourne Cup Day. The day to be so added shall be decided by agreement between the local Friendly Society Dispensary controlling body, and the employees concerned.

ANNUAL LEAVE.

10. All registered Pharmaceutical Chemists shall receive :—

- (a) On completion of each twelve months' service three weeks' annual leave without deduction of pay plus leave equivalent to any day prescribed in clause 9 hereof should any such day fall within the period of leave;
- (b) unless mutually agreed otherwise, one month's notice prior to the day on which required to commence leave;
- (c) When employment is terminated, an amount equal to 3/49ths of the ordinary pay for the period for which annual leave has not been granted.

SICK LEAVE.

11. (a) Any employee who furnishes to his employer satisfactory evidence that he is unable to perform his duties on account of personal illness shall, while incapacitated, be entitled to sick leave on full pay for a period not exceeding twelve full working days (exclusive of Sundays and the Public Holidays mentioned in clause 9 hereof) in any one year of service.

(b) Notwithstanding anything contained in 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 28 full working 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 administering this sub-clause, service prior to the 1st November, 1947, shall be disregarded.

UNIFORMS.

12. Two washable coats shall be provided and laundered free of cost for Pharmacists and Apprentices, other than Relievers. A sum of 3s. weekly shall be paid to Relievers who supply and launder their own uniforms.

PAYMENT OF WAGES.

13. Wages shall be paid to employees (other than casual employees) not later than the hour of finishing work on Thursday in each week. Casual employees shall be paid before finishing work for the period for which they were employed in each week.

APPRENTICE NOT TO BE COMPELLED TO WORK ON SUNDAY.

14. An Apprentice shall not be compelled to work on a Sunday.

MEAL INTERVAL.

15. No employee shall be required to work for more than five consecutive hours without an interval of one hour for a meal.

REST PERIODS.

16. Employees shall be allowed ten minutes' rest during each morning and afternoon work period.

TERMINATION OF EMPLOYMENT.

17. Except in a case where he has been guilty of misconduct :—

(a) A Chief Pharmaceutical Chemist shall give or receive one month's notice ; or

(b) Any other employee shall give or receive one week's notice—

of termination of employment, or one month's or one week's wages, as the case may be, shall be paid or forfeited in lieu.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates for adults other than "Female Shop Assistant" 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 as prescribed in clause 19.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State of Victoria	12 0 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 November, 1955, 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 November, a February, a May or an August, 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 rates for "Female Shop Assistants" are 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 rates for "Female Shop Assistants" shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices and juvenile workers shall be the appropriate percentages of the male basic wage 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. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 10th August, 1955.

