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GOVERNMENT GAZETTE

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[1957

*Labour and Industry Acts.*

DETERMINATION OF THE SHOPS BOARD No. 22 (MOTOR REQUISITES).

NOTES.—(a) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Labour and Industry Acts and the Orders in Council thereunder extending such Metropolitan District; the cities of Ballarat, Bendigo, and Warrnambool, and the boroughs of Eaglehawk and Sebastopol.

(b) On the 9th December, 1930, 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 trade of a seller by retail of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, and such power was conferred exclusively on the Shops Board No. 22 (Motor Requisites).

**I**n 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 trade of a seller by retail of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 27th May, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. Wages (based on a Basic Wage of £13 3s. 0d.).

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.			PROPORTION (in any Shop).	
	Percentage of Basic Wage.	s. d.		
15 years of age or under	28	3 6	<p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three persons receiving not less than the minimum wage.</p>	
16 years of age	38	100 0		
17 years of age	52	137 0		
18 years of age	66	173 6	<p style="text-align: center;"><i>Improvers.</i></p> <p>Two improvers to every worker receiving not less than the minimum wage.</p>	
19 years of age	86	226 0		
20 years of age	100+5s.	268 0		

ALL OTHER EMPLOYEES.

	Wages per Week of 40 Hours.
	s. d.
Manager or Manageress, of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department)	313 0
Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit	285 0
Other salesman or saleswoman	313 0

## HOURS OF WORK.

3. The ordinary hours of work shall be 40 per week, to be worked between 7 a.m., and 6 p.m. on Monday to Friday inclusive and 7 a.m. and 1 p.m. on Saturday.

## OVERTIME.

4. (a) All work done—
- (i) Within the ordinary spread of hours set out in clause 3 in excess of 40 hours in any week shall be paid for at the rate of time and a half for the first four hours and double time thereafter;
  - (ii) Outside the ordinary spread of hours set out in clause 3 shall be paid for at the rate of time and a half. Provided that any work done by an employee in excess of 44 hours in any week whether within or outside such ordinary spread of hours shall be paid for at the rate of double time.
- (b) When an employee is required to work more than one hour's overtime after the usual time of ceasing work for the day, he shall be paid 5s. meal money in addition to the prescribed overtime rate; but such payment need not be made to an employee living within one mile of his place of employment who can reasonably return home for a meal.
- (c) A worker on a five days' week required to work overtime between 7 a.m. and 1 p.m. on a Saturday shall be afforded at least two hours' work or paid for two hours at the appropriate rate.
- (d) No employee shall be obliged to work overtime unless he has received at least 24 hours' notice of same.

## SUNDAYS AND HOLIDAYS.

5. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, Boxing Day, and within the Metropolitan District as defined in the *Labour and Industry Act 1953*, after 1 p.m. on Melbourne Cup and Melbourne Show Days.

If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this 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.

## TERMINATION OF EMPLOYMENT.

6. Seven days' notice of termination of employment shall be given by either employer or employee.

## ANNUAL LEAVE.

7. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Acts*.

## SICK PAY.

8. (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 employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 11th October, 1948, shall be disregarded. No employer shall terminate the services of an employee during a period of sick leave with the object of avoiding his obligations under this sub-clause.

## MEAL INTERVAL.

9. A meal interval not exceeding one hour shall be allowed between the hours of noon and 2 p.m. (Monday to Friday inclusive).

## REST PERIOD.

10. A rest period of 10 minutes each morning and afternoon (Monday to Friday inclusive) shall be granted to each employee, such time to be counted as time worked.

## BICYCLE ALLOWANCE.

11. Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance of 1s. for each day or part thereof upon which he is so required to use such bicycle.

## CLOTHING ALLOWANCE.

12. (a) Any employee who is required to wear, when at work, a washable outer garment, the laundering and purchase of which is not paid for by the employer, shall be paid 7s. 6d. per week in addition to the ordinary wage.

(b) Where the employer provides or loans the garment and the employee is responsible for the laundering of it he shall be paid 3s. 6d. per week in addition to the ordinary wage.

## STANDING DOWN EMPLOYEE.

13. 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.

## FIRST-AID OUTFIT.

14. 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.

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

J. W. RYAN, Secretary.

Melbourne 13th May, 1957.