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VICTORIA GOVERNMENT GAZETTE.

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No. 111]

THURSDAY, JUNE 15.

[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 4 (BUTCHERS, COUNTRY).

NOTE.—(a) This Determination on the 16th June, 1933, applied to the whole of the State of Victoria outside and excepting the Metropolitan District, as defined in the *Factories and Shops Act 1928 (No. 3677)* and the Order in Council thereunder; such portion of the city of Sandringham as is not included within the said District: the cities of Ballarat, Bendigo, Geelong, West, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; and the Moorparanyal and Peak Ridings of the Shire of Corio.

(b) On the 16th day of March, 1914, the power given to the Country Shop Assistants Board to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in or in connexion with a butcher's shop as a shop assistant, packer, storeman, or carter," was conferred exclusively on this Board.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, 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 process, trade, or business of a butcher or seller of meat, or maker or seller of small goods," has made the following Determination, namely:—

(1) That on the 16th June, 1933, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.	Other Employees.	In Horsham, Hamilton, Mildura, Swan Hill, and Wonthaggi.	In Bairnsdale, Benalla, Camperdown, Casterton, Castlemaine, Creswick, Daylesford, Dunolly, Echuca, Euroa, Korolt, Korumburra, Kyngston, Maldon, Maryborough, Orbost, Portland, Port Fairy, Seymour, Terang, and Traralgon.	In Other Parts of Victoria where this Determination applies.
WAGES PER WEEK OF 48 HOURS.		WAGES PER WEEK OF 48 HOURS.		
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st year ..	1 3 11	4 15 9	4 15 9	4 15 9
2nd year ..	1 8 5	4 6 9	4 6 9	4 6 9
3rd year ..	1 17 5			
4th year ..	2 10 11			
5th year ..	3 4 5			
PROPORTION.				
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.				
	Slaughtermen employed in any abattoirs ..	4 15 9	4 15 9	4 15 9
	Any other slaughtermen ..	4 6 9	4 6 9	4 6 9
	Shopmen and general butchers (including men who cut and deliver meat to customers outside the shop) ..	4 0 0	3 14 0	3 17 0
	Smallgoods maker ..	3 17 9	3 11 9	3 14 9
	Ordermen who deliver but do not cut meat ..	3 8 9	3 2 9	3 5 9
	Drivers of motor vehicles having a carrying capacity not exceeding 25 cwt. ..	3 11 9	3 5 9	3 8 9
	All others ..	3 7 5	3 1 5	3 4 5
	A slaughterman's work shall consist of taking charge, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.			

(3) TIMES OF BEGINNING AND ENDING WORK.—

Times of Beginning.	Times of Ending.
8 a.m.	1 p.m. on the day on which the half holiday is usually observed.
6 a.m.	6 p.m. on the other working days of the week.

Any of the above times may be varied by mutual consent, but in no case shall the total spread of hours be increased.

(4) OVERTIME.—The following rate shall be paid for all work done :—

- (a) Outside the hours fixed in Clause 3 1 p.m. on the day on which the half holiday is usually observed.
 (b) Within the hours fixed in Clause 3 in excess of 48 hours in any week } Time and a half.

(5) MEAL INTERVALS.—(a) One hour shall be allowed for a meal between noon and 2 p.m.

- (b) Where an employee is required to commence duty before 7.30 a.m., one hour shall be allowed for breakfast.

(6) PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the following holidays without deduction of pay :—Christmas Day, Boxing Day, New Year's Day, Foundation Day, Eight Hours Day, Good Friday, Easter Monday, King's Birthday, Anzac Day, and one Picnic Day in each year.

(7) ANNUAL HOLIDAYS.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted six days' holiday in each year on full pay.

(8) SICK LEAVE.—All employees necessarily absent on account of sickness shall be allowed six days' sick leave each year on full pay providing satisfactory evidence is produced to the management or employer within 24 hours of the usual hour for commencing work.

(9) TERMINATION OF EMPLOYMENT.—Except in a case where an employee is inefficient or has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(10) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Anzac Day, King's Birthday, 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 be payable only for work done on the day so substituted.

Melbourne, 1st June, 1933.

R. J. EDWARDS, Chairman.

A. G. ALLEN, Secretary.



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No. 112]

THURSDAY, JUNE 15.

[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE CARTERS AND DRIVERS BOARD.

NOTE.—This Determination on the 17th June, 1933, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Wages Board which since the 18th June, 1929, has had the power to determine the lowest prices or rates which may be paid to any person employed—

- (1) in carting or driving, or in accompanying a carter or driver, and assisting him in carting, driving, loading, unloading, or delivering in connexion with or incidental to some trade or business, but not including persons employed at such work in connexion with a trade which may be or is the subject of a determination of any of the following Boards, viz. :—

Bread Carters Board,	Shops Board, No. 5 (Butchers—Provincial),
Chaffcutters Board,	Shops Board, No. 7 (Country Shop Assistants),
Coal and Coke Board,	Shops Board, No. 12 (Fuel and Fodder),
Quarry Board,	Shops Board, No. 13 (Fuel and Fodder—Country),
Shops Board, No. 3 (Butchers),	Shops Board, No. 15 (Grocers);
Shops Board, No. 4 (Butchers—Country),	

- (2) in or in connexion with any stable in which are stabled the horses used in his trade or business by any person subject to the Determination of the said Carters and Drivers Board;

- (3) in driving horse-drawn passenger vehicles hired or plying for hire;

- (4) in the business of a livery stable keeper or in a stable where cabs or cab horses are kept,

has made the following Determination, namely :—

- (1) That on the 17th June, 1933, the Determination of the Court of Industrial Appeals, which came into force on the 8th January, 1932, shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

Wages per Week.				Proportion (by any Employer).
			<i>s. d.</i>	
Under 18 years of age	..	..	..	46 0
18 to 19	..	..	..	52 6
19 to 20	..	..	..	58 0
20 to 21	..	..	..	Minimum wage.
				<i>Apprentices.</i>
				One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
				<i>Improvers.</i>
				One improver to every five drivers receiving not less than the minimum wage.

Apprentices and Improvers shall be subject to the number of hours per week as fixed for their respective sections.

OTHER EMPLOYEES.

	Wages per Week. (See Clause (5) for weekly hours.)				
	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Ballarat and the Borough of Sebastopol.	Within the Cities of Geelong and Geelong West and the Town of Newtown and Chulwell.	Within the City and the Shire of Warrnambool.	All other parts of Victoria.
Horse Drivers—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Bulk milk carters, driving—					
One horse	67 0	65 0	67 6	71 0	69 6
Two horses	72 0	70 0	72 6	76 0	74 6
Three horses	76 0	74 0	76 6	80 0	78 6
Four or five horses	78 0	76 0	78 6	82 0	80 6
Other milk carters	69 0	67 0	69 6	73 0	71 6
Sanitary carters, driving—					
One horse, between 7 a.m. and 10 p.m.	70 0	68 0	70 6	74 0	72 6
" 10 p.m. " 7 a.m.	75 0	73 0	75 6	79 0	77 6
Two horses " 7 a.m. " 10 p.m.	76 0	74 0	76 6	80 0	78 6
" 10 p.m. " 7 a.m.	81 0	79 0	81 6	85 0	83 6
Three horses " 7 a.m. " 10 p.m.	81 0	79 0	81 6	85 0	83 6
" 10 p.m. " 7 a.m.	86 0	84 0	86 6	90 0	88 6
Drivers of jinkers, boiler trucks, V's or floats, driving—					
One horse	71 0	69 0	71 6	75 0	73 6
Two or three horses	79 0	77 0	79 6	83 0	81 6
And 6d. extra per day for each additional horse.					
Drivers, not provided for above, driving—					
One horse	66 0	64 0	66 6	70 0	68 6
Two horses	71 0	69 0	71 6	75 0	73 6
Three horses	75 0	73 0	75 6	79 0	77 6
Four or five horses	77 0	75 0	77 6	81 0	79 6
And 6d. extra per day for each additional horse.					
Motor Drivers—					
Bulk milk carters, driving—					
Motor vehicles having a capacity of 25 cwt. or less	70 0	68 0	70 6	74 0	72 6
" " " " exceeding 25 cwt. but not	75 0	73 0	75 6	79 0	77 6
" " " " exceeding 3 tons	80 0	78 0	80 6	84 0	82 6
Other milk carters, driving—					
Motor vehicles having a capacity of 25 cwt. or less	69 0	67 0	69 6	73 0	71 6
Sanitary carters, driving motor vehicles having a capacity—					
Of 25 cwt. or less .. between 7 a.m. and 10 p.m.	73 0	71 0	73 6	77 0	75 6
" " " " 10 p.m. " 7 a.m.	78 0	76 0	78 6	82 0	80 6
Exceeding 25 cwt. but not					
" " " " 7 a.m. " 10 p.m.	78 0	76 0	78 6	82 0	80 6
" " " " 10 p.m. " 7 a.m.	83 0	81 0	83 6	87 0	85 6
Exceeding 3 tons	84 0	82 0	84 6	88 0	86 6
" " " " 10 p.m. " 7 a.m.	89 0	87 0	89 6	93 0	91 6
Drivers, not provided for above, driving—					
Motor vehicles having a capacity of 25 cwt. or less	69 0	67 0	69 6	73 0	71 6
" " " " exceeding 25 cwt. but not	74 0	72 0	74 6	78 0	76 6
" " " " exceeding 3 tons	79 0	77 0	79 6	83 0	81 6
Head stablemen	69 0	67 0	69 6	73 0	71 6
Other stablemen	64 0	62 0	64 6	68 0	66 6
Assistants to—					
Sanitary carters, between 7 a.m. and 10 p.m.	68 0	66 0	68 6	72 0	70 6
" " " " 10 p.m. and 7 a.m.	73 0	71 0	73 6	77 0	75 6
Milk carters	68 0	66 0	68 6	72 0	70 6
Any other carters	61 0	59 0	61 6	65 0	63 6
All others	61 0	59 0	61 6	65 0	63 6

(3) WEEKLY WAGE.—All milk carters and milk carters' assistants (other than bulk milk carters and their assistants employed outside the Metropolitan District as defined in the *Factories and Shops Act 1928*), shall, subject to the provisions of clause (4), be paid the weekly wage fixed in clause (2) for the class of work performed, irrespective of the number of hours worked.

(4) CONTRACT OF EMPLOYMENT FOR MILK CARTERS AND MILK CARTERS' ASSISTANTS (OTHER THAN BULK MILK CARTERS AND THEIR ASSISTANTS EMPLOYED OUTSIDE THE METROPOLITAN DISTRICT AS DEFINED IN THE *Factories and Shops Act 1928*).—(a) Any employee to become entitled to payment of the weekly wage prescribed by this Determination is to be available, ready, and willing to perform such work as the employer shall from time to time require on the day and during the hours usually worked by that class of employee.

(b) One week's notice at any time on either side shall be required before the engagement shall be determined. Provided that an employer may at any time dismiss an employee for refusal or neglect to obey orders, misconduct, carelessness in the performance of his duties, or, if after receiving one week's notice, he does not carry out his duties in the same manner as he did prior to such notice.

(c) An employee ready and willing to work for the whole week and not dismissed during the week for any reason set out in sub-clause (b) of this clause shall be entitled to a full week's wage.

(d) Should any employee be dismissed during the course of a week, any wages due to him under this Determination shall be paid to him forthwith.

(5) ORDINARY WEEK'S WORK.—The number of hours (including time occupied in attending to horses, vehicles, motor vehicles, or cars) which shall constitute an ordinary week's work shall be as follows:—

Sanitary carters and their assistants	..	..	..	..	44 hours.
Aerated water, ice, or ice-cream carters—					
From 15th April to 15th October .. .. .	..	..	..	..	46 "
From 16th October to 14th April .. .. .	..	..	..	..	48 "
All others .. .. .	..	..	..	..	48 "

(6) TIMES OF BEGINNING AND ENDING WORK.—For all persons other than :—

(i) Stablemen :

(ii) Drivers employed at—

- (a) Carting aerated water, ice, or ice-cream, from 16th October to 14th April ;
 (b) Carting newspapers, fish, fruit, vegetables, pastry, milk, or cream ;
 (c) Sanitary or rubbish carting ;
 (d) Parcels express carting.

					Time of Beginning.	Time of Ending.
Monday to Friday	..	..	..	..	7 a.m.	6 p.m.
Saturday	..	..	..	..	7 a.m.	1 p.m.

(7) OVERTIME.—The following rates shall be paid for all work done during the times specified hereunder, viz., by all persons for whom :—

(a) Times of beginning and ending work have been fixed—

- (a) Outside the hours fixed in clause 6 } Time and
 (b) Within the hours fixed in clause 6 in excess of the number of hours as determined for an ordinary week's work } a half.

(b) Times of beginning and ending work have not been fixed—

In excess of the number of hours as determined for an ordinary week's work Time and a half.

(8) EXTRA RATES—

	Per Day
Horse driver in charge of more than one separately horse-drawn vehicle, for each additional vehicle	Extra. s. d. 1 0
Driver of a motor vehicle, not being a tractor, and drawing a trailer also	1 0
Driver of a horse-drawn vehicle, and drawing a loaded trailer also	1 0
Driver engaged in carting "specially offensive material, animals, or goods," and a driver who is required to spread tar on the streets	1 0
Any driver (other than the driver of a milk cart) who is required in any week to collect moneys and account for them as part of his duties	1 0 per week extra.

(9) ALLOWANCE.—The following special rate shall be paid to any employee who works away from his employer's place of business and is unable to return to his residence the same night, if suitable board and lodging have not been provided by the employer 10s. per day extra.

(10) SPECIAL RATES.—Double time shall be the special rate to be paid to all persons (except ice carters delivering to hospitals before 10 a.m., milk carters, milk carters' assistants, sanitary carters, sanitary carters' assistants, and stablemen), for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Eight Hours Day, King's Birthday, 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, the special rate shall be payable only for work done on the day so substituted.

(11) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the number of hours as fixed for an ordinary week's work), shall be paid 2s. 3d. per day or part of a day in addition to the ordinary wages rate.

(12) DEFINITIONS.—"Head Stableman" means a stableman in charge of or directing the work of other stablemen. "Horse" means any beast of burden, except a bullock. "Specially offensive material, animals, or goods" means bone dust, bones and blood manure, dead animals, offal, fat (including that which is carted from hotels and restaurants, and other like places, in kerosene tins), green skins, raw hide, and sheepskins (when fly-blown or maggoty), sausage skins casings, and sulphur (ex ship or wharf).

D. GRANT, Chairman.

H. N. JONES, Secretary.

Melbourne, 29th May, 1933.

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