



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE BUTTER BOARD.

NOTE.—This Determination on the 1st May, 1933, applied to the whole of the State of Victoria.

NOTE.—On 21st June, 1913, the powers of the Butter Board were extended by the Governor in Council to enable it to deal with storemen, packers, or sorters employed in a factory in connexion with the trade or business of manufacturing or preparing for trade or sale milk, cream, butter, or cheese.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Wages Board appointed to "determine the lowest prices to be paid to any persons employed in a factory in the process, trade, business, or occupation of manufacturing or preparing for trade or sale milk, cream, butter, or cheese," has made the following Determination, namely:—

(1) That on the 1st May, 1933, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2) EMPLOYEES IN CONDENSED MILK AND DRIED MILK FACTORIES.

Apprentices or Improvers.	Juvenile Workers.				Other Employees.		
	WAGES.	WAGES.		WAGES.			
		Per week of 48 hours.	Per week of 48 hours.		Per week of 48 hours.		
	<i>s. d.</i>	Males.	Females.		Shift Workers.	All Others.	
Under 16 years ..	28 0			Milk or cream grader, tester or neutralizer ..	83 6	83 6	
16-17 years ..	33 0			Foreman of shift or department ..	83 6	83 6	
17-18 ..	37 0			Operator of any of the following machines—			
18-19 ..	42 0			Milk drier (roller system) ..	76 6	76 6	
19-20 ..	47 3			Milk drier (sprayer system) ..	77 6	77 6	
20-21 ..	51 6			Vacuum pan—condensery ..	78 6	78 6	
				Vacuum pan-dried milk ..	77 6	77 6	
				Evaporator ..	76 6	76 6	
				Homogenizer or visiolizer ..	75 0	75 0	
				Cream retort ..	73 6	71 6	
				Powder sifter ..	73 6	69 6	
				Tubular heater or ejector ..	74 6	71 6	
				Separator ..	73 6	69 6	
				Pasteurizer ..	73 6	69 6	
				Weighing machine ..	73 6	73 6	
				Storemen or stackers or packers ..	73 6	70 6	
				Washers of vacuum pan, vacuum holding vats, or evaporator ..	73 6	71 6	
				All other male adults ..	73 6	68 6	
				Headwoman, i.e., a person who has charge of employees under, and takes her instruction from, the foreman ..		48 9	
				Females operating dried milk automatic filler ..		46 9	
				All other females ..		44 0	
				Persons employed cleaning drying boxes, where the artificial temperature is over 112° Fahr., shall be paid 6d. per hour in addition to their ordinary wage.			
				Persons operating more than 2 vacuum pans shall be paid 4s. per pan extra.			
				Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 1d. for each flying clean or 6d. for each full clean in addition to the ordinary week wage for employee concerned.			
PROPORTION (IN ANY PLACE).							
<i>Males.</i>							
One apprentice to every three or fraction of three workers receiving not less than 68s. 6d. per week of 48 hours.							
One improver to every eight or fraction of eight workers receiving not less than 68s. 6d. per week of 48 hours.							
<i>Females.</i>							
One apprentice and one improver to every three or fraction of three workers receiving not less than 44s. per week of 48 hours.							

(3) DEFINITION OF JUVENILE WORKERS.

Persons under 21 years of age (other than apprentices or improvers) employed at—

- Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;
- Stamping or branding tins, cartons, cases, bottles, or labels;
- Stamping, branding, lining, or nailing up boxes or shooks;
- Handling empty tins, cans, cases, crates, jars, moulds, or boxes;
- Feeding or assisting on machines;
- Feeding or taking away from automatic machines; or
- Washing up (not to include scrubbing of floors by females for more than two hours per day).

(4) DEFINITIONS.—“Ordinary Worker” is a person who ordinarily works 8½ hours between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and 4½ hours between 7 a.m. and 12.45 p.m. on Saturday.

“Shift Worker” is a person other than an ordinary worker.

(5) OVERTIME.—(a) *Ordinary Workers*.—All time worked in excess of 4½ hours on Saturday or 8½ hours on the other working days of the week or outside the hours fixed in Clause 4 shall be paid for at the rate of time and a half.

(b) *Shift Workers*.—All time worked in excess of 8 hours on any day shall be paid for at the rate of time and a half.

6. MEAL INTERVAL.—An interval of 45 minutes shall be granted for meals between the hours of 12 noon and 1.30 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed 45 minutes for meal; such meal time to be not less than three hours, or more than five hours from the time of beginning work.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

(7) CONTINUITY OF WORK.—The work of each day or shift shall be continuous with the customary break for a meal.

(8) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight on Sunday and midnight on Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum.

(9) NOTICE OF INTENTION TO WORK OVERTIME.—In the event of employees being required to work in excess of 60 minutes overtime in any one day, they shall be notified of such intention on the previous day. Failing such notice they shall be paid in addition to the overtime a sum of 1s. 6d. for meal.

When an employee has provided himself with customary meal because of receipt of notice of intention to work overtime in excess of 60 minutes in any one day, he shall be entitled to the sum of 1s. 6d. per meal so provided in the event of the overtime not being worked or ceasing before respective meal time.

(10) WAITING TIME.—When an employee is called to work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time on duty.

(11) ALLOWANCE.—When an employee is required by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.

(12) PAYMENT OF WAGES.—All wages shall be paid weekly.

(13) TERMINATION OF EMPLOYMENT.—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 worker.

(14) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Anzac Day, 3rd June (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.

(1) EMPLOYEES IN BUTTER, CHEESE, CASEIN OR ANY OTHER FACTORIES SUBJECT TO THIS DETERMINATION.

Apprentices or Improvers.	Juvenile Workers.		Other Employees.	
WAGES.	WAGES.		WAGES.	
Per week of 48 hours.	Per week of 48 hours.		Per week of 48 hours.	
s. d.	Males.	Females.	s. d.	
Under 16 years .. 30 0			Milk or cream grader	83 6
16-17 years .. 35 6			Creamery manager	81 6
17-18 .. 40 0			Milk or cream tester or neutralizer	80 0
18-19 .. 45 9	Under 16 years 25 9	22 3	Foreman of shift or department or casein plant	81 0
19-20 .. 50 9	16-17 years .. 28 6	24 6	Butter-maker	81 0
20-21 .. 55 3	17-18 .. 35 6	28 6	Operators of any of the following machines, viz. :—	
PROPORTION (IN ANY PLACE).	18-19 .. 39 0	32 0	Separator	69 6
Males.	19-20 .. 46 0	35 9	Pasteurizer	69 6
One apprentice to every three or fraction of three workers receiving not less than 68s. 6d. per week of 48 hours.	20-21 .. 52 0	39 6	Weighing machine	69 6
One improver to every eight or fraction of eight workers receiving no less than 68s. 6d. per week of 48 hours.			Storeman or packer	69 6
Females.			Casein-maker	82 6
One apprentice and one improver to every three or fraction of three workers receiving not less than 46s. 3d. per week of 48 hours.			Cheese-maker	83 6
			All other adult males	68 0
			All adult females	46 3

(2) DEFINITION OF JUVENILE WORKERS.

Persons under 21 years of age (other than apprentices or improvers) employed at—

Patting, wrapping, stamping, or branding butter or cheese ;
 Blending or re-packing cheese ;
 Filling or cleaning cheese jars or moulds ;
 Filling or emptying casein trays ;
 Filling or drying casein in tunnels ;
 Filling casein into bags ;
 Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles ;
 Stamping or branding tins, cartons, cases, bottles, or labels ;
 Stamping, branding, lining, or nailing up boxes or shooks ;
 Handling empty tins, cans, cases, crates, jars, moulds, or boxes ;
 Feeding or assisting on machines ;
 Feeding or taking away from automatic machines ; or
 Washing up.

(3) The following rates shall be paid for all work done :—

- (a) In factories in which the week's work is done in 5½ days—
 (i) In excess of 4½ hours on the usual half-holiday } Time and a half.
 (ii) In excess of 8½ hours on any other day }
 (b) In factories in which the week's work is done in 6 days—
 In excess of 8 hours on any day Time and a half.

(4) TIME BOOK OR OTHER RECORD.—That every employee shall indelibly record his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

(5) ALLOWANCE.—When an employee is required by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.

(6) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight Sunday and midnight Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum.

(7) TERMINATION OF EMPLOYMENT.—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 worker.

(8) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Anzac Day, 3rd June (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.

A. S. HAUSER, P.M., Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 7th April, 1933.

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