

VICTORIA

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FRIDAY, JULY 17.

[1936

Factories and Shops Acts.

DETERMINATION OF THE BUTTER BOARD.

Note.—This Determination on the 20th July, 1936, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices to be paid to any persons whereacever employed 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 20th July, 1936, the previous Determination of this Board shall be revoked and replaced by this Determination.

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

(2)	Employees in Co	NDENSED	MILK AND	DRIED MILK FACTORIES.		
Apprentices or Improvers.	Juvenile Workers.			Other Employees.		
Wages.	Wages.			WAGES. Per week of 48 hours.		
· : Per week			1		Shift Workers.	All Others.
of 48 hours.		Per week of 48 hours.	Per week of 44 hours.	•	WOIRGE.	Ouncis.
under 16 years		Males.	Females.	Milk or cream grader, tester or	s. d.	8. d.
16-17 years 34 6 17-18 ., 38 6 18-19 ,, 43 9	Under 16 years	s. d. 25 0	s. d. 22 3	neutralizer Foreman of shift or department Operator of any of the following machines—	89 6 89 6	86 6 86 6
19-20 , 49 6 20-21 53 9	16-17 years	27 6 34 6 37 9 44 9	24 3 28 3 32 0 35 6	Milk drier (roller system) Milk drier (sprayer system) Vacuum pan—condensery Vacuum pan-dried milk	82 6 83 6 84 6 83 6	79 6 80 6 81 6 80 6
PROPORTION (IN ANY PLACE).	20-21 ,,	50 - 6	39 0	Evaporator	82 6 81 0 79 6 79 6	79 6 78 0 74 6 72 6
Males.		Ì		Tubular heater or ejector	80 6 79 6	74 6 72 6
One apprentice to every three or fraction of three workers receiving not less than 71s. 6d. per week of				Pasteurizer Pasteurizer Weighing machine Storemen or stackers or packers Washers of vacuum pan, vacuum	79 6 82 6 79 6	72 6 79 6 73 6
48 hours.			•	holding vats, or evaporator Male adult washing or sterilizing cans	79 6	74 6
One improver to every eight or fraction of eight workers receiving not less than 71s. 6d. per week of 48 hours.				or bottles All other male adults not covered by a Determination of any other	81 0	72 6
4		İ		Wages Board Headwoman, i.e., a person who has	79 6	71 6
Females.			,	charge of employees under, and takes her instruction from, the		Per week of 44 hours.
One apprentice and one improver to every three or fraction of three workers receiving not less than 46s. 3d. per week of 44 hours.				Females operating dried milk automatic filler All other females		51 0 49 0 46 3
				Persons employed cleaning drying	boxes.	where the
				artificial temperature is over 112° Fa. per hour in addition to their ordinary	hr., shall t wage.	e paid 9d.
•				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 3d, for each flying clean or 9d, for each full clean in addition to the ordinary week wage for employee concerned.		
			:	Persons employed stacking timplate from trucks shall be paid 2d, per hou ordinary wage.	or unloadi r in additi	ng tinplate on to their

(8)

DEFINITION OF JUVENILE WORKERS.

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

Weighing, filling, emptying, stacking, capping, scaling, opening, labelling, wrapping, packing, cleaning, or sterilizing time, carriors, or bottles;

Stamping or branding tins, cartons, cases, bottles, or labels;

Stamping, branding, lining, or nailing up boxes or shooks (but not lifting full boxes);

Handling empty tins, cans, cases, crates, jars, moulds, or boxes;

Feeding or assisting on machines; or

Feeding or taking away from automatic machines.

- (4) DEFINITIONS.—"Ordinary Worker" is a person who ordinarily works 8‡ hours between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and 4‡ hours between 7 a.m. and 12.45 p.m. on Saturday.
- "Shift Worker" is a person other than an ordinary worker. Males under 21 years of age or females of any age shall not be employed on shift work.
- (5) OVERTIME.—(a) Ordinary Workers.—All time worked in excess of 41 hours on Saturday or 81 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. Provided that if overtime is worked on more than two Saturdays in four consecutive weeks double time shall be paid for such overtime.
 - (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 46 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 Overime.—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 is. 6d. per meal so provided in the event of the overtime not being worked or ceasing before respective meal time.

- (10) WATTING 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) ALLOWANDE.—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 2 of termination of employment shall be given by either employer or worker.
- (14) WASHING AND DRINKING FACILITIES.—Adequate washing and drinking facilities shall be provided in each factory or department. All employees handling briquettes or coal shall be allowed seven minutes washing time at the conclusion of the day's work.
- (15) 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 (Labour Day), Anzac Day, 23rd 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.

Any employee who works part of a holiday shall be paid ordinary rate for remainder of the day.

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

. Apprentices or Improvers.	Juveni	e Workers.	Other Employees.			
WAGES.	. w	AGES.	WAGBS.			
•						
Per week of 48 hours.		Per week of 48 hours. of 44 hours.	. •	Per week o	of 48 hours.	
## State		Males. Famales.	. :.	Shift Workers.	All Others.	
17-18 ,	Under 16 years 16-17 years	s. d. s. d. 26 9 23 3 25 9 37 0 27 9	Milk or cream grader Creamery manager	8. d. 92 6 90 6	s. d. 86 6 84 6	
Proportion (in any Place).	18-19 ,,	40 6 33 6 48 0 37 3 54 3 41 0	Milk or cream tester or neutralizer Foreman of shift or department or	89 0	83 0	
Males. One apprentice to every three or	20-21 ,	114 13 41 0	oasem plant Butter-maker Operators of any of the following machines, viz.:	92 6	84 6 86 6	
fraction of three workers receiving not less than 71s. 0d. per week of 48 hours.			Separator Pasteurizer Weighing machine	78 6 78 6 78 6	72 6 72 6 72 6	
. One improver to every eight or fraction of eight workers receiving not less than 71s. 6d. per week of	1.		Storeman or packer Casein-maker Assistant to casein-maker Cheese-maker	78 6 91 6 82 6 92 6	72 6 85 6 72 6 86 6	
48 hours. Females.		,	Assistant to cheese-maker Male adult washing or sterilizing cans	82 6 78 6	72 6	
One apprentice and one improver to every three or fraction of three workers receiving not less than 48s.			All other adult males	77 6	71 6 Per Week of 44 hours.	
3d. per week of 44 hours.			All adult females	• • •	48 3	

DEFINITION OF JUVENILE WORKERS.

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

- (3) DEFINITIONS.—"Ordinary Worker" is a person who ordinarily works 81 hours between 7 a.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday and Friday, and 41 hours between 7 a.m. and 1.45 p.m. on Saturday.
- "Shift Worker" is a person other than an ordinary worker. Males under 21 years of age or females of any age shall not be employed on shift work.
- (4) 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 3 shall be paid for at the rate of time and a half. Provided that if overtime is worked on more than two Saturdays in four consecutive weeks double time shall be paid for such overtime.
 - (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.
- (5) MEAL INTERVAL.—An interval of not less than 30 minutes nor more than 60 minutes shall be granted for meals between the hours of 12 noon and 2 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 an interval of not less than 30 minutes nor more than 60 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.

- (6) TIME BOOK OR OTHER RECORD.—That every employee shall indelibly record daily 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.
- (7) ALLOWANCE.—When an employee is required by law or by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.
 - (8) CONTINUITY OF WORK .-- The work of each day or shift shall be continuous, with the customary break for a meal,
- (9) Time Wages.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight Sanday 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.
- (10) 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.
- (11) Washing and Drinking Facilities.—Adequate washing and drinking facilities shall be provided in each factory or
- (12) 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 (Labour Day), Anzao Day, 23rd 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. Any employee who works part of a holiday shall be paid ordinary rate for the remainder of the day.

A. S. HAUSER, P.M., Chairman. W. L. HARRINGTON, Secretary.

Melbourne, 3rd July, 1936.

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