



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 59]

FRIDAY, MARCH 20.

[1936

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 10 (FISH AND POULTRY).

NOTE.—This Determination on the 19th March, 1936, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council made thereunder, and such portions of the City of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 24th April, 1933, has had power to "determine the lowest prices or rates which may be paid to any persons wheresoever employed in the business of—

- (a) killing, plucking, dressing poultry or game;
- (b) preparing fish for sale uncooked or for canning, drying, or smoking;
- (c) selling by wholesale or retail (except for consumption on the premises) poultry, game, fish, or oysters;
- (d) marketing (in fish and poultry markets) poultry, game, or fish"—

has made the following Determination, namely:—

(1) That on the 19th March, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PERSONS EMPLOYED IN CONNECTION WITH THE PREPARATION OF RABBITS FOR THE WHOLESALE OR EXPORT TRADE.

(2)	Apprentices or Improvers.		Other Employees.	
	Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
	MALES.	FEMALES.	s. d.	
	s. d.	s. d.		
Under 16 years of age	17 0	16 0	Rabbit skimmers or boners	90 6
16 years of age	23 0	21 3	Grader (i.e., a person recognized by the Commonwealth Department of Commerce as a competent grader and issued a stamp by that Department) who grades for the export trade	96 0
17 years of age	34 0	24 0	Females employed filling cartons with boned meat	43 0
18 years of age	45 6	26 6	All others	85 0
19 years of age	51 0	32 0		
20 years of age	62 6	37 0		
PROPORTION.				
MALES.				
<i>Apprentices.</i>		<i>Improvers.</i>		
One male apprentice to every three or fraction of three male workers receiving not less than 85s. per week of 44 hours.		One male improver to every four or fraction of four male workers receiving not less than 85s. per week of 44 hours.		
FEMALES.				
<i>Apprentices.</i>		<i>Improvers.</i>		
One female apprentice to every three or fraction of three female workers receiving not less than 43s. per week of 44 hours.		One female improver to every four or fraction of four female workers receiving not less than 43s. per week of 44 hours.		

- Time of Beginning. Time of Ending.
- (3) TIME OF BEGINNING { 5.45 a.m. 4.30 p.m. on each of the five ordinary working days in the week.
AND ENDING WORK { 5.45 a.m. 11.30 a.m. on Saturday.
- (4) OVERTIME—(a) Outside the hours fixed as the time of beginning and ending work .. } Time and a half, provided that all
(b) Within the hours fixed as the time of beginning and ending work in excess } work done after 1 p.m. on Saturday
of four hours on Saturday and eight hours on other days .. } shall be paid for at double time.
- (5) SPECIAL RATES.—(a) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day; and time and a half for all work done on Australia Day (26th January), Easter Monday, King's Birthday, Boxing Day, and Fishmongers' Picnic 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 only be payable for work done on the day so substituted.
- (b) For all work done on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day piece-workers shall be paid double the rates mentioned in clause (10); and for all work done by such workers on Australia Day, Easter Monday, King's Birthday, Boxing Day, and Fishmongers' Picnic Day the ordinary rates, plus 50 per cent.

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

(7) MEAL HOUR.—A period of one hour shall be allowed for breakfast between the hours of 8 a.m. and 9.30 a.m., and also a period of one hour for dinner between the hours of 11.30 a.m. and 1.30 p.m.

(8) HOT WATER TO BE PROVIDED.—The employer shall (where facilities are available) supply hot water for the making of tea.

(9) PREMISES TO BE KEPT CLEAN.—The employer shall cause all working places to be kept reasonably clean, and free from debris.

(10) PIECE-WORK PRICES.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

	Within the hour fixed in Clause (3).	Outside the hours fixed in Clause (3).
Skinner rabbits (heads off)	2s. per 100.	2s. 3d. per 100.
Skinner rabbits (heads on)	2s. 9d. per 100.	3s. per 100.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber) ..	1d. per lb. plus 6½ per cent.	
Skinner hares	8s. 10½d. per 100.	

PERSONS EMPLOYED IN CONNEXION WITH ANY OTHER WORK UNDER THE DETERMINATION.

(11) Apprentices or Improvers.				Other Employees.		
Wages per Week of 48 Hours.				Wages per Week of 48 Hours.		
		Males.	Females.		Within the Metropolitan District.	All other parts of Victoria where this Determination applies.
		s. d.	s. d.		s. d.	s. d.
Under 16 years of age		15 6	15 0	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	103 0	98 0
16 years of age		21 0	17 6	Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	50 0	48 0
17 years of age		26 0	20 0	Foreman having the supervision of four or more workers ..	93 0	88 0
18 years of age		31 0	22 6	Shop hands (males) or salesmen	80 0	75 0
19 years of age		44 0	27 6	Block hands, pluckers, filleters, or cleaners ..	83 0	79 0
20 years of age		57 0	32 6	Labourers assisting wholesale fish salesmen ..	88 0	83 0
PROPORTION.						
MALES.						
<i>Apprentices.</i>		<i>Improvers.</i>				
One apprentice to every three or fraction of three workers receiving not less than 73s. per week of 48 hours.		One improver to every four or fraction of four workers receiving not less than 73s. per week of 48 hours.				
FEMALES.						
<i>Apprentices.</i>		<i>Improvers.</i>				
One apprentice to every three or fraction of three female workers receiving not less than 37s. 6d. per week of 48 hours.		One improver to every three or fraction of three female workers receiving not less than 37s. 6d. per week of 48 hours.				
				Females employed—		
				(a) As shop hands ..	40 0	37 6
				(b) At weighing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry	40 0	37 6
				All Others	73 0	73 0

(12) OVERTIME.—Any employee who works in any week for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(13) SPECIAL RATES.—(a) Double time shall be the rate for all work done by time workers on Sunday; and time and a half shall be the rate for all work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, Boxing Day, Fishmongers' Picnic Day, and after 12.30 p.m. on Show Day (in localities mentioned in the twelfth schedule to the Public Service Act 1928; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(b) For all work done on Sunday, New Year's Day, Good Friday, and 21st April (Labour Day) piece-workers shall be paid double the rates mentioned in clause (16); and for all work done by such workers on Australia Day, Easter Monday, King's Birthday, Boxing Day, and Fishmongers' Picnic Day the ordinary rates, plus 50 per cent.

(14) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours fixed be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

(15) ALLOWANCE.—Where, in conformity with the custom of the trade or required by law, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 1s. 9d. per week in addition to the ordinary rate.

(16) **PIECE-WORK PRICES.**—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

(a) Roughing fowls by hand	3½d. per pair
Roughing fowls by machine	3d. per pair
Stumping fowls the same day as they are roughed by hand	3½d. per pair
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	4d. per pair
Stumping fowls which have been roughed by a machine	4d. per pair
Plucking fowls	7d. per pair
Plucking ducks, where wings are not plucked right out	7½d. per pair
Plucking ducks, where wings are required to be plucked right out	11½d. per pair
Plucking Muscovy drakes (redheads)	1s. 3d. per pair
Plucking turkey hens	8½d. per pair
Plucking turkey cocks	1s. 1d. per pair
Plucking geese	1s. 1d. per pair
Plucking teal	4d. per pair
Plucking black duck	5d. per pair
Plucking blue wing	4d. per pair
Plucking mountain duck	5d. per pair
Plucking pigeons and small birds	3d. per pair
Plucking quail	3d. per pair
Plucking pheasants	7d. per pair
Drawing and trussing fowls or ducks	3d. per pair extra
Drawing and trussing geese	6d. per pair extra
Drawing and trussing turkeys	9d. per pair extra
(b) *Blooding cuts	9d. per large box
*Splitting cuts	1s. per large box
*Scaling and cleaning salmon	1s. 6d. per large box
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2s. 6d. per large box
*Cleaning garfish, flathead, mullet, and all other very small fish	3s. per large box
*Cleaning whiting	3d. per dozen
*Filleting whiting	6d. per dozen
*Cleaning flounders	3d. per dozen
Trimming shark	6d. per box
Skinning and trimming shark	2s. per box

Plus 4 per cent.

* Including washing.

(17) Any employee (whether on time wages or piece-work) who is required to work for more than one hour after the usual closing time of the factory, shop, or place shall be paid 1s. 6d. as a meal allowance for each day that such extra time is worked.

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

J. W. RYAN, Secretary.

Melbourne, 4th March, 1936.

