



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 398]

FRIDAY, DECEMBER 23.

[1938

Factories and Shops Acts.

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

NOTE.—(a) This Determination on the 2nd January, 1939, 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, Geelong West, and Warraambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; and the Moorpanyal 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 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 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 2nd January, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.		Other Employees.		Mildura District.	In Other Parts of Victoria where this Determination applies.
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.	
	Apprentices.	Improvers.		£ s. d.	£ s. d.
	s. d.	s. d.			
1st year ..	14 0	21 0	Slaughtermen employed in any abattoirs ..	5 15 0	5 15 0
2nd year ..	17 4	26 0	Any other slaughtermen ..	5 5 0	5 5 0
3rd year ..	24 0	36 0	Shopmen and general butchers (including men who cut and deliver meat to customers outside the shop) ..	4 17 6	4 14 6
4th year ..	32 8	49 0	Smallgoods maker ..	4 15 0	4 12 0
5th year ..	41 4	62 0	Ordermen who deliver but do not cut meat ..	4 5 0	4 2 0
PROPORTION.			Drivers of motor vehicles having a carrying capacity not exceeding 25 cwt. ..	4 8 6	4 5 6
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.			All others ..	4 3 6	4 0 6
			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) TERMS OF ENGAGEMENT.—All employees (other than casual employees) shall be paid the full weekly wage fixed herein irrespective of the hours worked not exceeding the weekly hours fixed.

(4) TIMES OF BEGINNING AND ENDING WORK.—

Time of Beginning.	Time of Ending.
6 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.

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

(a) Outside the hours fixed in Clause 3 } Time and a half.
 (b) Within the hours fixed in Clause 3 in excess of 44 hours in any week }

(6) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one half the maximum number of hours fixed as a whole week) shall be paid one-sixth of the weekly wage for the class of work they perform plus 10 per cent. of such one-sixth for each day or part of a day on which they are employed.

(7) 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.

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

(9) 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.

(10) 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.

(11) 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.

(12) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sunday, New Year's Day, 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.

(13) DEFINITION.—The expression "Mildura District," wherever occurring herein, shall be deemed to mean—

(a) the City of Mildura, and

(b) the Township of Merbein in the Shire of Mildura and such portions of the said Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

R. J. EDWARDS, Chairman.

GEO. E. PARR, Acting Secretary.

Melbourne, 13th December, 1938.