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[1939

Factories and Shops Acts.

DETERMINATION OF THE SLAUGHTERING FOR EXPORT BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 18th July, 1938, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the meat export trade at the following classes of work :—

- (a) slaughtering or dressing sheep, lambs, cattle, pigs or calves ;  
(b) boning, trimming, or labouring ;  
(c) skin store work ;

has made the following Determination, namely :—

(1) That on the 7th December, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SHEEP AND LAMBS.

(2)

## (a) Rates of Pay—

## (i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 3s. 9½d. per 100 sheep or lambs slaughtered . . } Rams (other than ram  
To slaughtermen employed in Group B, 40s. 10½d. per 100 sheep or lambs slaughtered . . } lambs) double rates.  
To learners—

For the first 18 days of employment—

From Monday to Friday inclusive . . . . . 16s. 2d. per day  
Saturday . . . . . 7s. 8d.

Thereafter until considered competent by the employer—

From Monday to Friday inclusive . . . . . 20s. 2d. per day  
Saturday . . . . . 8s. 8d.

The amount to be paid to learners in each team shall be deducted from the total earnings of such team and the balance shall be divided equally between the remainder of such team.

No person under the age of 19 years shall be employed as a learner.

To men employed as pointsmen, men changing from long hook to gambrel and slide, washers, wipers, trimmers and stringers—

Such men shall not be members of the team but shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

When one team only is employed, the composite rate of 44s. 8½d. per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 3s. 9½d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 40s. 10½d. per 100 sheep or lambs slaughtered equally between them.

## (ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system, 44s. 8½d. per 100 sheep or lambs slaughtered. Rams (other than ram lambs)—double rates.

## (b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

## (i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups :—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, inserting spreader, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

## (ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(3) **CATTLE.**  
 (a) Rate of Pay to Slaughtermen.—2s. 6<sup>1</sup>/<sub>4</sub>d. per head of cattle slaughtered.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

(4) **CALVES.**

Rates of Pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on .. .. .	41s. 2 <sup>1</sup> / <sub>4</sub> d. per 100 calves.
Calves 100 lb. and under, skin off, mechanically removed .. .. .	49s. 2 <sup>1</sup> / <sub>4</sub> d. per 100 calves.
Calves, 101 lb. to 150 lb., skin on .. .. .	54s. 2 <sup>1</sup> / <sub>4</sub> d. per 100 calves.
Calves, 101 lb. to 150 lb., skin off, mechanically removed .. .. .	64s. 2 <sup>1</sup> / <sub>4</sub> d. per 100 calves.
Calves, 151 lb. to 200 lb., skin on .. .. .	66s. 2 <sup>1</sup> / <sub>4</sub> d. per 100 calves.
Calves, 151 lb. to 200 lb., skin off, mechanically removed .. .. .	81s. 2 <sup>1</sup> / <sub>4</sub> d. per 100 calves.
Calf skimmers engaged skinning cold calves—	
Monday to Friday inclusive .. .. .	21s. 2d. per day.
Saturday .. .. .	9s. 2d.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on, or excluding the weight of skin where the rate is quoted with skin off.

(5) **PIGS.**

(a) Rates of pay to men slaughtering pigs—

Machine dehaird—

Up to 100 lb. .. .. .	7d. per head.
101 lb. to 200 lb. .. .. .	9d. per head.
Over 200 lb. .. .. .	1s. 3d. per head.

Hand scuddd—

Up to 100 lb. .. .. .	1s. per head.
101 lb. to 200 lb. .. .. .	1s. 3d. per head.
Over 200 lb. .. .. .	2s. per head.

If pigs are put through singeing machine 6d. per head shall be added to the above rates.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

(6)

	JUVENILE WORKERS. For definition see clause 9.		OTHER EMPLOYEES. For definition see Clause 9.		
	Wages per Day.		Wages per Day.		
	Monday to Friday.	Saturday.	Monday to Friday.	Saturday.	
16 years and under 17 years .. .. .	s. d. 6 1	s. d. 2 2	Boners (Beef and Mutton) .. .. .	s. d. 21 8	s. d. 8 8
17 years and under 18 years .. .. .	6 7	2 9	Slicers and Trimmers .. .. .	18 6	7 6
18 years and under 19 years .. .. .	7 11	3 2	Boners' Labourers .. .. .	17 8	7 2
19 years and under 20 years .. .. .	8 11	3 6	Skin Shed Labourers .. .. .	17 5	7 5
20 years and under 21 years .. .. .	12 10	6 3	Other Labourers .. .. .	18 8	7 8

(7) **TIMES OF BEGINNING AND ENDING WORK—**

Skin Shed Labourers—	Time of Beginning.	Time of Ending.
From Monday to Friday inclusive .. .. .	7.30 a.m.	5 p.m.
Saturday .. .. .	7.30 a.m.	11 a.m.
All other employees—		
From Monday to Friday inclusive .. .. .	7.15 a.m.	4.45 p.m.
Saturday .. .. .	7.15 a.m.	10.30 a.m.

Provide that the ordinary hours to be worked on any day by any employee without payment for overtime, as provided for in Clause 8, shall not exceed—

From Monday to Friday inclusive .. .. .	8 hours 10 minutes.
Saturday .. .. .	3 hours 10 minutes.

(8) **OVERTIME—**

(a) Team Slaughtermen engaged on sheep, lambs or calves—

From Monday to Friday inclusive—

For the first 20 minutes after time of ending work, or in excess of 8 hours 10 minutes work, rate and a quarter, thereafter rate and a half.

Saturday—

For the first 80 minutes after time of ending work, or in excess of 3 hours 10 minutes work, rate and a quarter, thereafter rate and a half.

All work done before time of beginning work, rate and a half.

(b) All other employees—

From Monday to Friday inclusive—

Outside the times of beginning and ending work, or in excess of 8 hours 10 minutes work, time and a half or rate and a half.

Saturday—

Outside the times of beginning and ending work, or in excess of 3 hours 10 minutes work, time and a half or rate and a half.

(9) DEFINITION.—A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Washing, wiping, stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, sweeping, carrying gambrels, slides and spreaders, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, working in the beef house for the purpose of learning the trade.

(10) WAITING TIME.—(a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 3s. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within 30 minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 3s. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

(11) MEAL TIME.—

(a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

(12) SMOKOS.—All employees shall be allowed fifteen minutes smoko between 9 a.m. and 10 a.m., and fifteen minutes smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

(13) GRINDSTONES.—An employer shall provide grindstones in the proportion of one grindstone to every 20 slaughtermen employed by him.

(14) WATERPROOF CLOTHING.—Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers. Such boots and aprons shall remain the property of the employer.

(15) SPECIAL RATES.—Slaughtermen shall be paid rate and one half and all other employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day and Butchers' Picnic Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

(16) HOLIDAYS.—All employees (other than slaughtermen) shall be entitled to the ten holidays hereinafter mentioned without any deduction of pay, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(17) WEIGHTS.—All weights referred to shall mean the frozen weights of animals slaughtered.

(18) SKINS.—Skins and hides shall be taken off free from cuts and tears.

(19) TALLY BOARD.—Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

(20) PAY DAY.—Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

RAY H. BEERS, P.M., Chairman.

J. R. MACPHERSON, Secretary.

Melbourne, 22nd November, 1939.

