



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, OCTOBER 11.

[1940

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 17th October, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

SHEEP AND LAMBS.

(a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 3s. 10½d. per 100 sheep or lambs slaughtered .. } Rams (other than ram
To slaughtermen employed in Group B, 41s. 5½d. per 100 sheep or lambs slaughtered .. } lambs) double rates.
To learners—

For the first 18 days of employment—

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

Thereafter until considered competent by the employer—

From Monday to Friday inclusive 20s. 8d. per day
Saturday 9s. 2d.

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 45s. 4d. 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. 10½d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 41s. 5½d. per 100 sheep or lambs slaughtered equally between them.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system, 45s. 4d. 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. 6½d. 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. 10d. per 100 calves.

Calves 100 lb. and under, skin off, mechanically removed 49s. 10d. per 100 calves.

Calves, 101 lb. to 150 lb., skin on 54s. 10d. per 100 calves.

Calves, 101 lb. to 150 lb., skin off, mechanically removed 64s. 10d. per 100 calves.

Calves, 151 lb. to 200 lb., skin on 66s. 10d. per 100 calves.

Calves, 151 lb. to 200 lb., skin off, mechanically removed 81s. 10d. per 100 calves.

Calf skimmers engaged skinning cold calves—

Monday to Friday inclusive 21s. 8d. per day

Saturday 9s. 8d.

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 dehaired—

Up to 100 lb. 7d. per head.

101 lb. to 200 lb. 9½d. per head.

Over 200 lb. 1s. 3½d. per head.

Hand scudded—

Up to 100 lb. 1s. per head.

101 lb. to 200 lb. 1s. 3½d. per head.

Over 200 lb. 2s. 0½d. 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.			Monday to Friday.		
Saturday.			Saturday.		
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
16 years and under 17 years ..	6 4	2 3	Boners (Beef and Mutton) ..	22 2	9 2
17 years and under 18 years ..	6 10	2 10	Slicers and Trimmers ..	19 0	8 0
18 years and under 19 years ..	8 2	3 3	Boners' Labourers ..	18 2	7 8
19 years and under 20 years ..	9 3	3 7	Skin Shed Labourers ..	17 11	7 11
20 years and under 21 years ..	13 2	5 4	Other Labourers ..	19 2	8 2

(7) TIMES OF BEGINNING AND ENDING WORK—

Skin Shed Labourers—

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. .. 10.50 a.m.

Provided 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, 2nd October, 1940.



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FRIDAY, OCTOBER 11.

[1940

Factories and Shops Acts.

DETERMINATION OF THE CYCLE TRADE BOARD.

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) RE APPRENTICES OR IMPROVERS.—On the 5th March, 1930, the trade of motor cycle mechanic was proclaimed an Apprenticeship Trade under the Apprenticeship Act 1927, and, so far as the Metropolitan District is concerned, the provisions of that Act and the Regulations thereunder determine the conditions of employment of apprentices indentured after 5th March, 1930, and of improvers permitted to enter the trade after 20th November, 1929.

These provisions, however, do not affect indentures of apprenticeship entered into before 5th March, 1930, or improvers employed prior to 20th November, 1929.

Particulars of such Regulations may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne. Price, 3d.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 15th November, 1937, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in any process, trade, or business connected with or incidental to—

(a) the making or repairing of bicycles, tricycles, or motor cycles, or

(b) the making or repairing of any part or parts (other than tyres or engines) of a bicycle, tricycle, or motor cycle, but not including any process, trade or business subject to the Determination of any Wages Board heretofore appointed, has made the following Determination, namely:—

(1) That on the 18th October, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

(a) *Apprentices.				(b) *Improvers.				(c) Other Employees.			
Weekly Wages.				Weekly Wages.				Weekly Wages. Day Shift.			
s. d.				s. d.				s. d.			
1st year	..	..	18 3	1st year	..	..	18 3	Foremen, where over five adults are employed	..	117	6
2nd "	..	..	23 3	2nd "	..	..	23 3	Foremen, where five adults or fewer are employed	..	115	3
3rd "	..	..	36 3	3rd "	..	..	36 3	Lathe hands	..	114	0
4th "	..	..	52 9	4th "	..	..	52 9	Builders and repairers of motor cycle frames and frames other than cycle frames	..	106	3
5th "	..	..	70 0	5th "	..	..	70 0	Builders or repairers or brazers of cycle frames	..	104	0
And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.				And thereafter four-fifths of the journeyman's rate.				Other repairers of motor cycles (except lathe hands)	..	106	3
PROPORTION (IN ANY PLACE).				Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.				Other repairers (except lathe hands)	..	104	0
One apprentice to every three or fraction of three persons receiving not less than 95s. per week.				PROPORTION (IN ANY PLACE).				Assemblers of motor cycles	..	104	0
				One improver to one person receiving not less than 95s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.				Other assemblers	..	99	6
								Filers on motor and other cycles	..	99	6
								Wheel-builders on motor and other cycles	..	99	6
								Foremen in rim-making	..	108	6
								All others employed in rim-making	..	99	6
								Persons cleaning off joints by sand-blasting or by shot-blasting	..	99	6
								Handle-bar benders	..	..	..
								By the mandrel method	..	95	0
								By any other method	..	99	6
								Persons not provided for otherwise	..	89	0

* Except those covered by the Apprenticeship Act.

(3) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be 44. Provided that, in any place where the principal work carried on is incidental to and directly connected with the employer's retail business, not more than two persons may be employed for a maximum of 46 hours per week without payment of overtime rates.

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(4) **SHIFTS.**—

(a) *Day Shift.*—The hours of duty shall not exceed $8\frac{1}{2}$ hours per day for five days, and $4\frac{1}{2}$ hours on the day on which the statutory weekly half-holiday is observed locally, and shall be worked between the hours of 7 a.m. and 1 p.m. on the day upon which the statutory weekly half-holiday is observed locally, and between 7 a.m. and 6 p.m. on the other working days of the week.

(b) *Afternoon, Night, or Other Shift.*—i. *Hours.*—The hours of duty on any shift other than a day shift shall be arranged mutually between the employer and the majority of the employees, providing that $9\frac{1}{4}$ hours shall be the maximum duration of such a shift.

ii. *Wages.*—The following percentages shall be added to the rates fixed for the day shift:—

During the first month's employment on such shift..	..	..	..	..	..	10 per cent.
Thereafter	..	..	..	..	..	$7\frac{1}{2}$ per cent.

A statement, setting out the ordinary daily working hours, shall be displayed conspicuously in the workshop.

(5) **CRIE TIME.**—Where three shifts are worked, shift workers shall be allowed, after four hours' work, a crib time of twenty minutes without deduction of pay therefor.

(6) **OVERTIME.**—

(a) For all work done (i) outside the ordinary working hours on any day or shift, or (ii) within the ordinary working hours on any day or shift but in excess of the number of hours fixed in clause (3), the rate of wages shall be time and a half for the first four hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least eight hours.

(b) Except as provided in the preceding sub-clause, in computing overtime each day's work shall stand alone.

(c) Any employee working overtime for a longer period than two hours shall be allowed twenty minutes' crib time (without deduction of pay) after the completion of his ordinary shift and after each additional four hours of work, unless a mutual agreement has been made for the taking of a longer period of rest without pay.

(7) **FIVE-DAYS' WEEK.**—Notwithstanding anything contained in clause (4) the ordinary week's work may be completed in five days, provided that the employer and the majority of his employees concerned mutually agree in writing.

(8) **CONTRACT OF EMPLOYMENT.**—(a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week, it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice), by payment of one week's wages.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct, or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on the public holidays prescribed in clause (9), or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in establishments working six days and one-fifth in establishments working five days per week. Provided that if an employee is absent with leave on a Saturday, only time actually lost shall be deducted.

If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week and the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 2 (c) hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of apprentices and improvers), but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay.

(d) Where the employer terminates the employment, within two weeks prior to a day on which a holiday occurs, of any person employed by the week and such person is re-engaged within a period of two weeks after such holiday or holidays, such person shall be paid for such holiday or holidays prescribed by this Determination, provided that such person has been employed by the employer for a period of at least two weeks prior to the termination of employment.

(9) **SPECIAL RATE FOR SUNDAYS AND PUBLIC HOLIDAYS.**—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), 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.

(10) **WORK GIVEN OUT.**—(a) For the purposes of this Determination, every person or body of persons who issues, gives out, or authorizes or permits to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured by any process or processes subject to the jurisdiction of this Board, notwithstanding the fact that the person to whom the material is issued or given out supplies additional material, shall be deemed to be the employer of the person to whom such material is issued or given out.

(b) Every employer within the meaning of this clause shall keep a record book, which shall contain a correct account written in ink as follows:—

- (i) The name and full address of the person to whom material is issued or given out;
- (ii) The number of articles and description of work issued or given out;
- (iii) The time spent in carrying out and the price paid for such work;
- (iv) The record book shall be signed each week by each person to whom material is issued or given out, verifying the accuracy of the amount of wages received.

(c) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(11) **SUPPLY OF MILK.**—Any person engaged for the greater part of his day's work at cleaning off joints by any method other than filing, shall be supplied free of charge by the employer with one pint of milk each day he is so engaged.

(12) **MISCELLANEOUS PROVISIONS:—**

(a) *Tools.*—The employer shall provide for each employee all necessary tools.

(b) *Sanitation, &c.*—The employer shall provide proper washing and sanitary conveniences. In any workshop in which employees, through a shop steward or committee, ask for the provision of lockers, and an undertaking is given that the lockers will be properly cared for, a locker shall be installed by the employer for each workman.

(c) *Protective Apparatus.*—Suitable asbestos sheets and coloured glasses shall be provided by the employer for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

(13) **DEFINITIONS.**—

(a) "Afternoon Shift" shall mean any shift finishing after 6 p.m., but not later than midnight.

(b) "Night Shift" shall mean any shift finishing later than midnight, but not later than 8 a.m.

R. J. EDWARDS, Chairman.

REX L. CECIL, Secretary.

Melbourne, 3rd October, 1940.