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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 13th October, 1941, has had the power to "determine the lowest prices or rates which may be paid to any person or classes of persons (other than persons subject to the provisions of any Wages Board heretofore appointed) employed in the meat export trade

- (a) slaughterers or dressers of sheep, lambs, cattle, pigs, or calves;
- (b) boners, trimmers, or labourers;
- (c) drovers, stockmen, or penners-up;
- (d) skin store workers;"

has made the following Determination, namely:—

(1) That on the 27th December, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SECTION A.

SHEEP AND LAMBS.

(2)

(a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 4s. 0½d. plus 1½d. war loading (total 4s. 2d.) per 100 sheep or lambs slaughtered	} Rams (other than ram lambs) double rates.
To slaughtermen employed in Group B, 4s. 1½d. plus 1s. 1½d. war loading (total 4s. 3d.) per 100 sheep or lambs slaughtered	

To learners—

For the first 18 days of employment—

From Monday to Friday inclusive 17s. 7d. plus 6d. war loading (total 18s. 1d.) per day

Saturday 8s. 11d. plus 6d. war loading (total 9s. 5d.)

Thereafter until considered competent by the employer—

From Monday to Friday inclusive 21s. 8d. plus 1s. 1d. war loading (total 22s. 9d.) per day

Saturday 9s. 11d. plus 7d. war loading (total 10s. 6d.)

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 47s. 2d. plus 1s. 3d. war loading (total 48s. 5d.) 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 4s. 0½d. plus 1½d. war loading (total 4s. 2d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 4s. 1½d. plus 1s. 1½d. war loading (total 4s. 3d.) per 100 sheep or lambs slaughtered equally between them.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system, 47s. 2d. plus 1s. 3d. war loading (total 48s. 5d.) 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 wessand, 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. 8d. plus 1d. war loading (total 2s. 9d.) 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 43s. 7d. plus 1s. 3d. war loading (total 44s. 10d.) per 100 calves.

Calves 100 lb. and under, skin off, mechanically removed 51s. 9½d. plus 1s. 3d. war loading (total 53s. 0½d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on 56s. 11d. plus 1s. 3d. war loading (total 58s. 2d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off, mechanically removed 67s. 2½d. plus 1s. 3d. war loading (total 68s. 5½d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin on 69s. 3d. plus 1s. 3d. war loading (total 70s. 6d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin off, mechanically removed 84s. 8d. plus 1s. 3d. war loading (total 85s. 11d.) per 100 calves.

Calf skimmers engaged skinning, cold calves—

Monday to Friday inclusive 22s. 9d. plus 1s. war loading (total 23s. 9d.) per day.

Saturday 10s. 5d. plus 1s. war loading (total 11s. 5d.).

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.

plus 5 per cent., plus 4 per cent. war loading

(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 EMPLOYERS. For definition see Clause 9.						
	Wages per Day.		Wages per Day.						
	Monday to Friday.	Saturday.	Ordinary Wage Monday to Friday	War Loading Monday to Friday	Total Wage Monday to Friday	Ordinary Wage Saturday	War Loading Saturday	Total Wage Saturday	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
16 years and under 17 years	6 7	2 4	Boners (Beef and Mutton)	23 3	1 1	24 4	9 11	0 7	10 6
17 years and under 18 years	7 1	2 11	Slicers and Trimmers	20 8	0 8	21 4	9 5	0 8	10 1
18 years and under 19 years	8 5	3 5	Boners' Labourers	19 10	0 6	20 4	9 0	0 6	9 6
19 years and under 20 years	9 8	3 8	Skin Shed Labourers	19 7	0 6	20 1	9 3	0 6	9 9
20 years and under 21 years	13 7	5 6	Other Labourers	20 10	0 8	21 6	9 7	0 8	10 3

(7) TIMES OF BEGINNING AND ENDING WORK—

Skin Shed Labourers—

From Monday to Friday inclusive Time of Beginning. 7.30 a.m. Time of Ending. 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.

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—

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.

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

(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 double rate 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 above-named 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.

(21) MEAL ALLOWANCE.—Employees required to work overtime for more than two hours on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. in addition to any overtime payment to which they may be entitled.

(22) RIGHT OF ENTRY.—A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) that he produces his authority to the manager or such other person as may be appointed by the employer;
- (b) that he interviews employees only at the place where they are taking their meal;
- (c) that not more than one representative visits the premises at any one time;
- (d) that not more than one representative visits the same premises more than once in a week; and
- (e) that if any employer allege that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions such employer may refuse the right of entry.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

(23) ADULT WORKERS.

- Men picking up stock at Newmarket Sale Yards—20s. 2d., plus 6d. war loading (total, 20s. 8d.), per day.
- Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—7s. 5d., plus 2d. war loading (total, 7s. 7d.), per trip.
- Men droving stock from Newmarket Sale Yards to—
 - (a) Western and Murray, Geelong-road, Brooklyn } 24s. 10d., plus 6d. war loading
 - (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn } (total, 25s. 4d.), per trip.
 - (c) Sims Cooper Freezing Works, Newport }
- Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—25s. 10d., plus 6d. war loading (total, 26s. 4d.), per day, including Saturdays and Sundays.
- All others—
 - Monday to Friday—19s. 6d., plus 6d. war loading (total, 20s.), per day.
 - Saturday—9s. 3d., plus 6d. war loading (total, 9s. 9d.)

(24) JUVENILE WORKERS.

	Wages per Day.	
	Monday to Friday.	Saturday.
16 years of age and under 17 years of age	s. d. 6 7	s. d. 2 4
17 years of age and under 18 years of age	7 1	2 11
18 years of age and under 19 years of age	8 5	3 5
19 years of age and under 20 years of age	9 8	3 8
20 years of age and under 21 years of age	13 7	5 6

(25) TIME OF BEGINNING AND ENDING WORK—

	Time of Beginning.	Time of Ending.
Monday to Saturday	6 a.m.	6 p.m.

(26) OVERTIME—

- (a) Outside the times of beginning and ending work
 - (b) Within the times of beginning and ending work in excess of 10 hours in any one day or 44 hours in any one week
- } Time and a half.

Note—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

(27) SPECIAL RATES.—Employees shall be paid time and a half for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; provided that employees called upon to work on any of the aforementioned days shall be paid for a minimum of 4 hours' work; provided further that men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works shall not be entitled to time and a half for work done on Sundays.

(28) EXPENSES.—The employer shall pay all out-of-pocket expenses reasonably and necessarily incurred by the employee whilst on trips to the country for the purpose of lifting stock.

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

J. R. MacPHERSON, Secretary.

Melbourne, 12th December, 1941.