



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 3 (BUTCHERS).

NOTE.—(1) This Determination applies to the whole of the State of Victoria.

(2) Butchering and/or Small Goods Making were proclaimed on the 9th October, 1939, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2.

(3) By Order in Council, dated the 13th October, 1941, the Shops Board No. 4 (Butchers' Country), and the Shops Board No. 5 (Butchers, Provincial) were each deprived of its power and such power was conferred exclusively on the Shops Board No. 3 (Butchers).

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 8th May, 1942, the adjusted Determination of this Board, which came into operation as from the beginning of the first pay period to commence in February, 1942, shall be revoked and replaced by this Determination.

(2A) APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.				Apprentices and Improvers not elsewhere included.			
				APPRENTICES.			
				<i>Five-Year Terms.</i>			
				Weekly Wage.			
				£ s. d.			
1st year's experience	..	..	..	..	..	..	..
2nd "	"	"	"	..	..	..	..
3rd "	"	"	"	..	..	..	..
4th "	"	"	"	..	..	..	..
5th year	..	..	..	..	..	..	..
				<i>Four Year Terms.</i>			
				Weekly Wage.			
				£ s. d.			
				First year			
				Second year			
				Third year			
				Fourth year			
				Fifth year			
				First year			
				Second year			
				Third year			
				Fourth year			
				Fifth year			
				Sixth year			
				Seventh year			
				Eighth year			
				Ninth year			
				Tenth year			
				Eleventh year			
				Twelfth year			
				Thirteenth year			
				Fourteenth year			
				Fifteenth year			
				Sixteenth year			
				Seventeenth year			
				Eighteenth year			
				Nineteenth year			
				Twentieth year			
				Twenty-first year			
				Twenty-second year			
				Twenty-third year			
				Twenty-fourth year			
				Twenty-fifth year			
				Twenty-sixth year			
				Twenty-seventh year			
				Twenty-eighth year			
				Twenty-ninth year			
				Thirtieth year			
				Thirty-first year			
				Thirty-second year			
				Thirty-third year			
				Thirty-fourth year			
				Thirty-fifth year			
				Thirty-sixth year			
				Thirty-seventh year			
				Thirty-eighth year			
				Thirty-ninth year			
				Fortieth year			
				Forty-first year			
				Forty-second year			
				Forty-third year			
				Forty-fourth year			
				Forty-fifth year			
				Forty-sixth year			
				Forty-seventh year			
				Forty-eighth year			
				Forty-ninth year			
				Fiftieth year			
				Fifty-first year			
				Fifty-second year			
				Fifty-third year			
				Fifty-fourth year			
				Fifty-fifth year			
				Fifty-sixth year			
				Fifty-seventh year			
				Fifty-eighth year			
				Fifty-ninth year			
				Sixtieth year			
				Sixty-first year			
				Sixty-second year			
				Sixty-third year			
				Sixty-fourth year			
				Sixty-fifth year			
				Sixty-sixth year			
				Sixty-seventh year			
				Sixty-eighth year			
				Sixty-ninth year			
				Seventieth year			
				Seventy-first year			
				Seventy-second year			
				Seventy-third year			
				Seventy-fourth year			
				Seventy-fifth year			
				Seventy-sixth year			
				Seventy-seventh year			
				Seventy-eighth year			
				Seventy-ninth year			
				Eightieth year			
				Eighty-first year			
				Eighty-second year			
				Eighty-third year			
				Eighty-fourth year			
				Eighty-fifth year			
				Eighty-sixth year			
				Eighty-seventh year			
				Eighty-eighth year			
				Eighty-ninth year			
				Ninetieth year			
				Ninety-first year			
				Ninety-second year			
				Ninety-third year			
				Ninety-fourth year			
				Ninety-fifth year			
				Ninety-sixth year			
				Ninety-seventh year			
				Ninety-eighth year			
				Ninety-ninth year			
				One hundredth year			

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

EMPLOYMENT OF MALE JUNIORS.

(a) In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such Commission.

(b) In all other areas covered by this Determination unapprenticed juniors may be employed on the following terms:—
After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher, and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labour.

APPRENTICES AND IMPROVERS—continued.

Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		Apprentices and Improvers not elsewhere included.	
IMPROVERS.		The wage rates of unapprenticed junior labour shall be as follows:—	
	Weekly Wage. £ s. d.		Weekly Wage. £ s. d.
Under 18 years	2 16 6	First year's experience	1 6 6
18 years and under 19 years	3 6 6	Second year's experience	1 17 0
19 years and under 20 years	3 13 9	Third year's experience	2 10 6
20 years	Minimum wage	Fourth year's experience	3 13 6
		Fifth year's experience and until reaching the age of 21 years	4 9 6

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.
No carter or driver under 18 years of age shall be allowed to have sole-charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second-year rate in the first year and the third year rate in his second year and so on.
Juvéniles under the age of 18 years shall not be engaged in delivering for more than 4 hours on any one day.
Each juvenile shall within 14 days of accepting employment supply a certificate to the Master Butchers Meat and Allied Trades Federation of Australia and to the Australasian Meat Industry Employees Union stating his correct age and his period of service in the industry.

PROPORTION OF JUVENILES AND APPRENTICES.

The number of apprentices and/or unapprenticed juniors employed in any one shop or slaughter-house whether consisting of a shop, small goods factory, or factory only, or of a shop, slaughter-house, and factory combined, shall not exceed one to three or fraction of three adult weekly employees. An employer actually working in the shop, slaughter-house, or the factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

(2b)

OTHER EMPLOYEES.

DIVISION A.—ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.

	Weekly Wage.		
	Adjustable Wage.	**Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	6 11 0	6 0	6 17 0
Slaughterman	6 2 0	6 0	6 8 0
Head and Feet Boners	5 8 0	3 0	5 11 0
Scalders	5 8 0	3 0	5 11 0
Meat Lumpers	5 5 6	3 0	5 8 6
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	5 2 0	3 0	5 5 0
General labourers	4 19 6	3 0	5 2 6

*. The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

DIVISION B.—RETAIL SHOPS.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	£ s. d.	£ s. d.	£ s. d.
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	6 7 6	6 14 0	6 4 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work	6 7 6	6 14 0	6 4 6
Whilst employed on other work	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne— Definition:—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing	6 12 0	6 18 6	6 9 0
General butcher in charge of branch shop	6 6 0	6 12 6	6 3 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	6 0 0	6 6 6	5 17 6

OTHER EMPLOYEES—continued.
DIVISION B.—RETAIL SHOPS—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	(b) Within 10 Miles of G.P.O. at Geelong and Warrambool.	(c) Within the Mildura and Gippsland Districts.
	At Yallourn.	All other Parts of Victoria.	
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	£ s. d.	£ s. d.	£ s. d.
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	5 17 0	6 3 6	5 14 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers ..	5 17 0	6 3 6	5 14 0
Ordermen who deliver but do not cut meat and who are not carters and drivers ..	5 3 0	5 9 6	5 0 0
All others	5 1 0	5 7 6	4 18 0
<i>Definition</i> :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods.			
DIVISION C.—SMALL GOODS SECTION.			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	6 7 6	6 14 0	6 4 6
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work	6 7 6	6 14 0	6 4 6
Whilst employed on other work	At the rates prescribed for such work.		
Men employed principally on mixing machines and/or responsible for making of small goods	6 0 0	6 6 6	5 17 0
Fillermen	5 12 0	5 18 6	5 9 0
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	5 17 0	6 3 6	5 14 0
Packing-room hands	5 6 0	5 12 6	5 3 0
Linkers and table hands	5 5 0	5 11 0	5 2 0
All others	5 1 0	5 7 6	4 18 0
DIVISION D.—CARTERS AND DRIVERS EMPLOYED IN OR IN CONNECTION WITH ABATTOIRS OR MEAT MARKETS.			
	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
	£ s. d.	£ s. d.	£ s. d.
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	5 1 6	5 8 0	4 18 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	5 5 6	5 12 0	5 2 6
Exceeding 3 tons capacity	5 9 6	5 16 0	5 6 6
Horse Drivers—			
One horse	4 19 0	5 5 6	4 16 0
Two horses	5 1 6	5 8 0	4 18 6
Three horses	5 3 6	5 10 0	5 0 6
Head stableman (if more than one employed)	4 17 0	5 3 6	4 14 0
Other stablemen or grooms	4 13 0	4 19 6	4 10 0
Drivers who do not cart meat, and who are not required to wear special clothing ..	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer ..	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal			
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
DIVISION E.—CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).			
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	£ s. d.	£ s. d.	£ s. d.
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	5 4 6	5 11 0	5 1 6
Exceeding 25 cwt. but not exceeding 3 tons	5 8 6	5 15 0	5 5 6
Exceeding 3 tons capacity	5 12 6	5 19 0	5 9 6
Horse Drivers—			
One horse	5 2 0	5 8 6	4 19 0
Two horses	5 4 6	5 11 0	5 1 6
Three horses	5 6 6	5 13 0	5 3 6

PROVISIONS APPLICABLE TO PERSONS (OTHER THAN MEAT LUMPERS AND CARTERS AND DRIVERS) EMPLOYED IN ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.

(3) **WEEK'S WORK FOR SLAUGHTERMEN.**—The maximum amount of work to be done by slaughtermen in any week shall be—

Sheep and/or Lambs.			Beef. Carcasses.
During July, August, September and October.		Other Months.	
Woolly Sheep.	Other Sheep and/or Lambs (Including Ram Lambs).	Sheep and/or Lambs (Including Ram Lambs).	
324 with a maximum of 70 per day on Monday to Friday inclusive and 24 on Saturday	346 with a maximum of 75 per day on Monday to Friday inclusive and 26 on Saturday	346 with a maximum of 75 per day on Monday to Friday inclusive and 26 on Saturday	54 with a maximum of 12 per day on Monday to Friday inclusive and 4 on Saturday Provided that the daily quota of beef carcasses where men work in a team shall be ascertained by dividing the number of carcasses slaughtered by the number of men in the team

Where on any day a slaughterman is engaged in mixed killing, he shall not exceed the equivalent of twelve beef carcasses on the basis that one beef carcass equals six woolly sheep or six and one third other sheep and/or lambs (including ram lambs).

Each beast slaughtered for kosher purposes shall count for the purposes of the tally as one and a third.

A slaughterman's work shall consist of sticking down, taking out neck sweetbreads (if any), taking off the skin, taking out offal, wiping up the carcass, and hanging, all in a workmanlike manner.

Time taken off for collecting pay shall not affect the day's tally.

(4) **HOURS.**—The number of hours to constitute an ordinary week's work shall be 44.

The hours of work on any day shall be continuous except for a meal interval of one hour which shall be allowed between the hours of 12 noon and 1.30 p.m. on Monday to Friday inclusive.

(5) **TERMS OF ENGAGEMENT.**—All employees (other than casuals) shall be paid the full weekly wage fixed herein irrespective of the hours worked not exceeding the weekly hours fixed.

(6) **EMPLOYEE'S WEEK.**—When any employee is engaged for a week's work, each week shall commence from the day on which he is engaged.

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

	Time of beginning.	Time of ending.
Slaughtermen—	{ 7.30 a.m.	4.40 p.m., Monday to Friday inclusive.
	{ 7.30 a.m.	10.40 a.m., Saturday.
All other persons—	{ 7.30 a.m.	5 p.m., Monday to Friday inclusive.
	{ 7.30 a.m.	11 a.m., Saturday.

(8) **OVERTIME.**—The following rate shall be paid for overtime :—

Within the hours fixed as the times of beginning and ending work in excess of 44 hours in any week } Time and a half.
Outside the hours fixed as the times of beginning and ending work

(9) **CASUAL LABOUR.**—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid the following rates :—

Slaughtermen	28s. per day (Monday to Friday inclusive) and 14s. on Saturday.
Labourers	19s. 6d. per day.

(10) **PAYMENT FOR HOLIDAYS.**—Employees (other than casual 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, Cup Day, and Butchers' Picnic Day.

(11) **SPECIAL RATE FOR SUNDAY AND HOLIDAYS.**—Double time shall be the special rate payable for all work done on Sunday and the holidays mentioned in Clause 10, but if any other day be by Act of Parliament or Proclamation substituted for any of such holidays, the special rate shall be payable only for work done on the day so substituted.

(12) **NOTICE TO WORK ON HOLIDAYS.**—Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee who is required to work on a holiday prescribed in this Determination.

(13) **SICK LEAVE.**—Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than four days in each year or a proportionate less time during any shorter period of employment.

(14) **ANNUAL LEAVE.**—(a) Except as hereinafter provided, a period of one week's annual leave shall be allowed to all employees after twelve months' continuous service.

(b) The time for taking such annual leave shall be left to the reasonable discretion of the employer.

(c) Where it is not practicable for the employer to grant such annual leave, payment may be made in lieu thereof.

(d) Employees employed for less than twelve months shall be entitled to *pro rata* annual leave.

(e) This clause shall come into operation on and from the 26th November, 1941.

(15) **SMOKE INTERVAL.**—All employees shall be allowed twenty minutes smoke each forenoon and afternoon without deduction of pay.

(16) **PAYMENT OF WAGES.**—Wages shall be paid not later than Friday in each week, and must be paid during working hours.

(17) **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 employee. Provided that this clause shall not apply to tacklemen, slaughtermen, or labourers.

(18) **STOP WORK MEETINGS.**—No stop work meetings shall be held by employees during working hours. If, in contravention of this clause, a stop work meeting should be held, the pay for the time lost may be deducted.

(19) **TIME BOOK FOR SLAUGHTERMEN.**—Every slaughterman shall indelibly record daily his correct times of beginning and ending work, also the daily tally of work performed by him in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australasian Meat Industry Employees' Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

(20) **TREATMENT OF INJURED STOCK.**—

(a) The employer shall have power to call on slaughtermen during the following periods to kill stock that require immediate treatment, viz.:—During smoke intervals, between 12 and 1 p.m., and after 5 p.m. on week days, and after 11 a.m. on Saturdays. Stock killed during such periods are to be considered extra to the day's tally, and shall be paid for at one and a half times the ordinary rates.

(b) Where a watchman is employed, he shall be able during his period of watch, but not during the hours when slaughtering operations are being carried on, to kill and dress any injured or crippled sheep or lambs that may require attention.

(32) NOTICE TO WORK ON HOLIDAYS.—Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee required to work on a public holiday prescribed in this Determination.

(33) MIXED FUNCTIONS.—Where an employee performs on any day functions of a mixed character, he shall be paid for that day at the rate applicable to the function for which the highest rate is payable.

(34) PAYMENT OF WAGES.—Wages shall be paid not later than Friday in each week in the employer's time.

PROVISIONS APPLICABLE TO ALL OTHER PERSONS.

(35) HOURS OF LABOUR.—(1) In retail butchers' shops and small goods factories and in abattoirs outside the Metropolitan District the ordinary working hours shall not exceed in number 44 per week.

(2) No time worked on a Sunday shall be reckoned as part of such ordinary hours.

(3) (i) Each daily period of work comprised in such ordinary working hours shall be unbroken except by prescribed meal intervals.

(ii) No such daily period of work shall exceed in duration nine hours exclusive of prescribed meal intervals.

(iii) Such daily periods of work shall be so arranged that on at least one day in each week the employee concerned shall finish his ordinary hours of work not later than 12.30 p.m.

(4) No time worked before 6 a.m. or after 8 p.m. shall be reckoned as part of such ordinary hours.

(5) (i) Subject to compliance with the foregoing provisions and with those hereinafter contained the employer may for any of his employees fix each day's starting and finishing times of ordinary hours of work (inclusive of special starting and finishing times for any day next preceding a public holiday observed by him for the employee concerned).

(ii) The employer shall state such times in advance in a notice posted in his establishment so as to be readily accessible and visible to the employee concerned.

(iii) The employer may from time to time substitute other starting and finishing times if not less than a week in advance of the substituted times he states such times in a notice posted so as to be visible to the employee concerned together with the next previous notice concerning such times.

(iv) Every fixation of starting and finishing times shall be made in respect of a period which shall not be less than a week in length.

(36) MEAL INTERVALS.—(a) Employees shall be granted one hour for lunch on a full working day between noon and 2 p.m.

(b) Employees called upon to start work before 7 a.m. shall be allowed one hour for breakfast to commence before 10 a.m.

(c) Meal intervals where allowed shall not be counted as part of the daily or weekly hours worked.

(37) OVERTIME.—All time worked—

(a) In excess of 44 hours per week; or

(b) In excess of 9 hours on five days of the week and $5\frac{1}{2}$ hours on the day on which the ordinary hours of work are fixed to finish not later than 12.30 p.m.; or

(c) Before the fixed starting time or after the fixed finishing time—
shall be paid for at overtime rate namely time and a half.

(d) Any time worked between 8 p.m. on Friday and 4 a.m. on Saturday shall be paid for at double time.

No employee shall be called upon to work overtime after 7 p.m. without a break of one hour or payment of 2s. tea money.

(38) SPECIAL RATES AND ALLOWANCES.—Where an employee is temporarily transferred during working hours from one shop or factory to another the employer shall pay such employee all costs of transit and travelling time.

(39) HOLIDAYS.—(a) The following days or the days observed in lieu thereof except for the unavoidable delivery of small goods shall be holidays and shall be paid for as though worked—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, Boxing Day, and Union Picnic Day.

For work done in the delivery of small goods on these days, time and a half rates shall be paid up to 9.30 a.m., and on Good Friday up to 11.30 a.m.

(b) In the Metropolitan District, Melbourne Cup Day shall be observed as a holiday instead of King's Birthday.

(c) On any such holidays except Christmas Day, Anzac Day and Union Picnic Day, employees if required shall work for not more than two hours, but on Good Friday for not more than four hours at time and a half rates.

(d) If an employee is dismissed within fourteen days before any of the holidays above mentioned and is re-engaged within fourteen days after any of the holidays above mentioned he shall be deemed to have been dismissed for the purpose of evading payment for such holidays and any payment so evaded shall be due and payable to the employee.

(e) For any work done on holidays except as provided in the preceding sub-clause of this clause, double time shall be paid.

(f) Time and a half and double time shall mean time and a half or double time respectively in addition to the ordinary weekly rate for the time so worked.

(40) SUNDAY WORK.—All work performed on Sundays except attention to horses or other live stock shall be paid for at double rates. For attention to horses or other live stock on Sundays ordinary rates shall be paid.

(41) ANNUAL LEAVE.—(a) Except as hereinafter provided, a period of one week's annual leave shall be allowed to all employees after twelve months' continuous service.

(b) The time for taking such annual leave shall be left to the reasonable discretion of the employer.

(c) Where it is not practicable for the employer to grant such annual leave, payment may be made in lieu thereof.

(d) Employees employed for less than twelve months shall be entitled to *pro rata* annual leave.

(e) This clause shall come into operation on and from the 1st day of May, 1941.

(42) PAYMENT OF WAGES.—(a) Wages due under this Determination to a weekly employee shall be paid in cash not later than Thursday in each week.

(b) Employers may, if they so desire, keep two days' pay in hand.

(c) Where the services of an employee are dispensed with all wages owing to him shall be paid to him on the day of dismissal.

(d) Wages due under this Determination to a casual employee shall be paid immediately on the termination of work on each day on which he is engaged.

(43) TIME BOOKS.—(a) Each employer at each place at which he carries on business under this Determination shall provide a time book or time sheet in the form prescribed hereunder in which each day's starting and finishing times, and the times allowed for meals, and each day's hours of work of each employee shall be entered (including overtime, if any), and the wages received each week; such entries shall, at least once a week, be vouched for by the signature of the employer or his representative or manager.

(b) The time book or time sheet so entered and vouched for shall be conclusive evidence of the time actually worked by an employee for all purposes under this Determination including overtime.

(c) The time book or time sheet shall, on demand, be produced by the employer for inspection at the place where it is kept at any time between 10 a.m. and 4 p.m. Monday to Thursday inclusive and between 10 a.m. and 1 p.m. on Friday to an official of the Australasian Meat Industry Employees' Union who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Union; or to an official of the Master Butchers' Meat and Allied Trades' Federation of Australia who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Federation.

(d) An inspection shall not be demanded unless the Secretary of the Union or Federation or the District Secretary or Organizer of any division of the Union or Federation suspects that a breach of this Determination is being or has been committed.

(51) LIMITATION OF FEMALE LABOUR IN RETAIL BUTCHERS' SHOPS.—Except as provided in this clause no female shall be engaged in work or be employed in a retail butcher's shop: Provided that an employer may engage one or more females to act as cashier or cashiers and to perform general clerical work in any shop, the number so engaged not to exceed that necessarily required to perform such work in such shop: Provided further that a female having been so engaged may perform the following work in addition to her duties as cashier or clerk:—

- (a) wrap meat or small goods either in paper or cartons;
- (b) divide sausages, frankforts, or other small goods, and for this purpose may use a knife for cutting purposes;
- (c) sell goods already prepared but not fresh uncooked meat; and
- (d) sell fresh uncooked meat at any time in which all male employees in such shop are necessarily absent therefrom because of the lunch period or other good reason and only during any such time but not otherwise may use a knife for the purpose of cutting fresh uncooked meat.

(52) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause 2 (B) are based on the following basic wage and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices and improvers in clause 2 (A) above 21s. shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (53).

Basic Wage.

Place.	Needs Basic Wage. (Adjustable).	Additional Constant Loading.	Total Basic Wage.	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d. 4 6 0	s. d. 6 0	£ s. d. 4 12 0	Melbourne
Within 10 miles of G.P.O., Geelong, or at Warrnambool; and the Mildura and Gippsland Districts—same as contemporaneous basic wage for Melbourne.				
Yallourn—The same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.				

(53) ADJUSTMENT OF BASIC WAGE.—(a) For work done before the beginning of the first pay period to commence in February, 1942, the amount of the basic wage shall be as prescribed in clause (52).

(b) For work done during each future successive period of or near a quarter beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer, or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The index number set to be applied to a place is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period plus the additional constant loading as prescribed in clause (52).

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
797-808	3 5 0	933- 944	3 16 0
809-820	3 6 0	945- 956	3 17 0
821-833	3 7 0	957- 969	3 18 0
834-845	3 8 0	970- 981	3 19 0
846-858	3 9 0	982- 993	4 0 0
859-870	3 10 0	994-1006	4 1 0
871-882	3 11 0	1007-1018	4 2 0
883-895	3 12 0	1019-1030	4 3 0
896-907	3 13 0	1031-1043	4 4 0
908-919	3 14 0	1044-1055	4 5 0
920-932	3 15 0	1056-1067	4 6 0

(54) MARGINS.—In addition to the basic wage prescribed in clause 52 the following marginal rates and special loadings shall be paid to adult male employees under divisions B, C, and E of this Determination:—

	Margin Per Week.	Special Loading Per Week.
DIVISION B.—RETAIL SHOPS.		
	£ s. d.	s. d.
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	1 11 6	4 0
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work	1 11 6	4 0
Whilst employed on other work the margin prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	1 16 0	4 0
Definition —"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing		
General butcher in charge of branch shop	1 10 0	4 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	1 4 0	4 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	1 1 0	4 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	1 1 0	4 0
Ordermen who deliver but do not cut meat and who are not carters and drivers	0 8 0	3 0
All others	0 6 0	3 0

	Margin Per Week.	Special Loading Per Week.
DIVISION C.—SMALL GOODS SECTION.		
	£ s. d.	s. d.
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butchers' shop or small goods factory for more than 24 hours per week	1 11 6	4 0
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a butchers' shop or small goods factory—		
Whilst employed on such work	1 11 6	4 0
Whilst employed on other work—The margin prescribed for such work.		
Men employed principally on mixing machines and/or responsible for making of small goods	1 4 0	4 0
Fillermen	0 17 0	3 0
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	1 1 0	4 0
Packing-room hands	0 11 0	3 0
Linkers and table hands	0 10 0	3 0
All others	0 6 0	3 0
DIVISION E.—CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).		
Drivers of Motor Vehicles—		
Not exceeding 25 cwt. capacity	0 9 6	3 0
Exceeding 25 cwt. but not exceeding 3 tons	0 13 6	3 0
Exceeding 3 tons capacity	0 17 6	3 0
Horse Drivers—		
One horse	0 7 0	3 0
Two horses	0 9 6	3 0
Three horses	0 11 6	3 0

C. TURNBULL, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 23rd April, 1942.

