



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 202]

MONDAY, JUNE 1.

[1942

Factories and Shops Acts.

DETERMINATION OF THE FROZEN GOODS 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 now has 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 process, trade, business or occupation of freezing or refrigerating goods of any kind for the purpose of trade or sale, including the packing or grading of such goods but not including—

- (a) persons engaged in packing or grading eggs;
- (b) persons engaged in packing ice-cream;
- (c) persons engaged in the slaughtering and boning departments of meat works or abattoirs in the preparation and packing of meats, offals, and by-products in a fresh condition;
- (d) persons subject to the jurisdiction of the Fruit Packing Board and of the Ice Board.

has made the following Determination, namely:—

- (1) That on the 28th May, 1942, the last previous Determination shall be revoked and replaced by this Determination.
- (2)

WAGES.

Improvers and Juvenile Workers.					Other Employees.				
	Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.		Per Week.			
						Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.
16 years of age and under	£ 17 7	s. 0 11	£ 18 6	s. 0 10½	Chamber hands	£ 6 2 0	s. 4 0	£ 6 6 0	s. 2 10½/11
17 " " "	18 2 0 4	0 11	2 1 3	0 11½					
18 " " "	19 2 7 8	1 10	2 9 6	1 1½					
19 " " "	20 2 15 0	1 10	2 16 10	1 3½					
20 " " "	21 3 10 7	2 9	3 13 4	1 8	All others	5 14 10	4 0	5 18 10	2 8¾/11

For definition of juvenile workers see clause (11).

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others."

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934* that the trade is so unskilful that no person should be taken as an apprentice to the trade.

(3) **ORDINARY WEEK'S WORK.**—The number of hours which shall constitute a week's work shall be 44.

(4) **TIMES OF BEGINNING AND ENDING WORK.**—The times of beginning and ending work each day shall be as follows:—

	Time of Beginning.	Time of Ending.
(a) <i>Meal Export Works.</i>		
Hanging ground and grading room hands—		
Monday to Friday	7.45 a.m.	5.15 p.m.
Saturday	7.45 a.m.	12 noon
Chamber hands—		
Monday to Friday	8 a.m.	5 p.m.
Saturday	8 a.m.	12 noon
(b) <i>Cool Stores Works.</i>		
All employees—		
Monday to Friday	8 a.m.	6 p.m.
Saturday	8 a.m.	12 noon

(5) **OVERTIME.**—The following rates, subject to the conditions stated in clause (7), shall be paid for all work done :—

- (a) Outside the times of beginning and ending work as provided in clause (4).
 (i) On Saturdays.—Time and a half fixed on the ordinary rates before starting time and between 12 noon and 1 p.m., and double time thereafter.
 (ii) On other week days.—Time and a half.
 (b) Within the hours fixed as the time of beginning and ending work :—
 (i) In excess of four hours on Saturday and eight hours on other week days.—Time and a half. This extra rate shall not apply to the hanging ground and grading room employees.
 (ii) In excess of the number of hours fixed for a week's work in clause (3).—Time and a half.

The overtime rates payable for work done on Sundays and holidays are provided for in clause (8).

(6) **LIMITATION OF HOURS OF WORK.**—(i) No employee shall be required to work more than 16 hours in any one day.

(ii) No employee shall be required to work more than 16 hours' overtime in any one week provided that this limitation of overtime shall not apply to loading out for shipment.

(7) **MINIMUM OF OVERTIME.**—If an employee is required to work more than one hour and a half on any day after the time of ending work as provided in clause (4) or if having ceased work for the day for not less than one hour, an employee is required to work he shall receive a minimum of two hours' pay.

(8) **SUNDAYS AND HOLIDAYS.**—(a) Double time fixed on the ordinary rates shall be paid for all work done on Sundays, New Year's Day, Union Picnic Day, Australia Day (26th January), Labour Day (21st April), Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, Christmas Day, and 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.

An employee called to work on a Sunday shall receive a minimum of four (4) hours' work or shall be paid for same, and if required to work in excess of eight hours on a Sunday or a holiday shall be paid the extra rate provided in this clause plus one-third of such extra rate for such excess work.

(b) Any person (other than a temporary worker) if not called upon to work on any day mentioned in clause (8) (a) as a holiday shall receive a day's pay (based on his ordinary rates) for such day provided that he is called upon to work for any portion of the working week in which such holiday occurs, but any person who is called upon to work on a holiday for a period of less than eight hours shall receive double ordinary rate for the time so worked and ordinary rate for the balance of eight hours.

(9) **ANNUAL LEAVE.**—Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted six days' holiday (exclusive of the holidays mentioned in clause (8)) in each year on full pay.

Provided that any employee, who leaves or is dismissed before the expiration of any twelve months' service or who leaves or is dismissed after having completed twelve months' service without receiving holidays under this clause, shall be given or paid for holidays pro rata in accordance with the length of service, viz.: one half day for each completed month of service.

Service prior to 7th November, 1941, shall not be taken into account.

(10) **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 of service or a proportionately less time during any shorter period of employment.

(11) **DEFINITIONS.**—(a) A juvenile worker shall mean a person under 21 years of age (other than an improver) engaged in stamp marking carcases, stamping, stringing and putting on tickets, handling or packing offals or by-products, scraping, nailing up, re-wiring, and branding packages, but not stacking cases of butter or eggs, sweeping up and acting as an assistant to a Government Inspector.

(b) No improver or juvenile worker shall lift any article of a weight in excess of 50 pounds.

(c) A temporary worker shall mean any person (including a juvenile worker) other than a hanging ground or grading room employee who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

(12) **MEAL HOURS.**

Clause (a) *Meal Export Works.*—Breakfast. A period of one hour between the hours of 6 a.m. and 9 a.m. shall be allowed for breakfast. Dinner.—One hour between 12 noon and 1.30 p.m. shall be observed as a dinner hour. Tea.—when work is to be continued for more than one and a quarter hours after the time fixed for ending work in clause (4) (a) one hour between 5 p.m. and 6.30 p.m. shall be observed as a tea hour, and if such overtime is to finish not later than midnight, work shall then proceed uninterruptedly (except for a smoke-oh as provided in clause (13)). If however, work is to continue after midnight, one hour (before midnight) shall be observed as a meal hour, and thereafter, one hour after each four hours' work.

Clause (b) Not more than five hours shall be worked by employees in cool stores working between 7 a.m. and 6 p.m. without an interval of one hour for a meal. If work is to continue after 7 p.m., the hour from 5 p.m. to 6 p.m. shall be observed as a meal hour. If, however, work is to continue after midnight one hour (before midnight) shall be observed as a meal hour, and thereafter, one hour after each four hours' work.

Clause (c) All work done during a meal hour stated in clause (12) (a) and (b) shall be paid for at the rate of double time, fixed on the wage for the day on which such meal hour is worked.

(13) **SMOKE-OH.**—Fifteen minutes interval shall be allowed for smoke-oh between ordinary starting time in the morning and 12 noon, and fifteen minutes between 1 p.m. and 6 p.m., provided that no employee shall be required to work for more than 2½ hours without a smoke-oh.

Provided also (i) that employees who commence work before 7 a.m. and have no breakfast hour shall be allowed an interval of fifteen minutes at the end of each two hours' work until dinner hour. If men are required to work after 6 p.m. an interval of fifteen minutes after every two hours' work shall be allowed.

(ii) That when 5 hours are worked between meal times the smoke-oh shall consist of twenty minutes.

GENERAL CONDITIONS.

(14) **CHANGING TIME.**—Chamber hands shall be allowed five minutes changing time at the end of the day's work, such time to be counted as time worked.

(15) **WAITING TIME.**—When an employee has been instructed to report at a certain hour and is kept waiting before he commences work such waiting shall be paid for at ordinary rates provided for the class of work to be done.

(16) **MINIMUM OF WORK.**—(a) Employees called to work on any day within the hours set out in clause (4) shall be given a minimum of 3½ hours' work on Saturdays, and 8 hours on other days (except Sundays or holidays) or shall be paid for same, but they may be worked for any period beyond the hours fixed in clause (4) until such amount has been absorbed in payment at the rate applicable to the time worked. This clause shall not apply if there has been a breakdown in the machinery or if work cannot be proceeded with due to a sectional strike.

(b) Employees called to work exclusively outside the hours set out in clause (4) shall be given a minimum of 4 hours' work or shall be paid for same.

(17) **COLD TEMPERATURES.**—Employees called upon to work in a temperature less than four degrees above zero shall be paid 3d. per hour extra. No employee shall be compelled to work in a temperature of below zero, and an employee who becomes overheated working outside a cool chamber shall be allowed to cool down before entering the chamber. This provision shall be reasonably construed. In the event of any question as to the temperature of any chamber, reasonable access to the temperature readings shall be given to a representative of employees.

(18) **LEAKAGE OF AMMONIA.**—No employee shall be called upon to work in a chamber where a leak of ammonia exists.

(19) **CONTINUATION OF WORK BETWEEN MIDNIGHT AND TIME OF COMMENCING AS SET OUT IN CLAUSE (4).**—When an employee works for more than 2 hours between midnight and ordinary time of commencing work, and continues work during the day, the special rate provided in clause (5) (a) for work done outside the hours fixed for a day's work, shall continue to be paid for all work done until the employee has had a clear break from work of 12 hours.

(20) EMPLOYEES WORKING IN A FREEZING CHAMBER.—(a) No employee shall work in a freezing chamber, the temperature of which does not exceed 40 degrees Fahr. unless he is paid according to the rates provided for chamber hands in clause 2 of this Determination.

(b) Any employee who is required to work in a freezing chamber for a period exceeding in the aggregate one hour in any one day shall be paid for the whole of such day at the rate set out for chamber hands in clause (2) of this Determination.

(21) CONTINUITY OF WORK.—The work of each employee on each day shall be continuous with the customary break for a meal.

(22) MEAL ALLOWANCE.—(a) An employee required to work overtime for more than one and a quarter hours in Meat Export Works after the time of ending work in clause (4) shall be paid 2s. tea money unless notified on the previous day that his services will be needed. If having been notified accordingly he has provided himself with a meal he shall receive, in the event of the work not being done or ceasing before respective meal times, 2s. for each meal so provided.

(b) An employee required to work in Cool Stores for more than nine hours from the time of commencing work shall be granted 2s. tea money unless notified on the previous day that his services will be needed. If having been notified accordingly he has provided himself with a meal he shall receive, in the event of the work not being done or ceasing before respective meal times, 2s. for each meal so provided.

(23) TERMINATION OF EMPLOYMENT.—Employees may be paid off at any time without notice.

(24) PROVISION OF OUTFIT.—The following articles shall be provided at each place where work under this Determination is done:—

- (a) An ammonia outfit which shall be kept adjacent to the chambers.
- (b) An alarm outfit in each chamber, such outfit to be connected with the engine-room.
- (c) Waterproof capes and caps for use of employees engaged in de-frosting.
- (d) Bagging for moccasins and suitable hand covering for use of chamber hands.
- (e) Smocks or coats for persons pushing, carrying, or lifting hot meat or de-frosted meat.

(25) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) are based upon 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 improvers and juvenile workers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest farthing in the hourly rate.

The basic wage shown hereunder shall be adjusted as prescribed in clause (26).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applied	£ s. d. 4 6 0	Melbourne

(26) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in August, 1942, the amount of the basic wage shall be as prescribed in clause (25).

(b) During each future successive period 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 is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter 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 during such successive period.

TABLE.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
735-746	£ s. d. 3 0 0	933-944	3 16 0
747-759	3 1 0	945-956	3 17 0
760-771	3 2 0	957-969	3 18 0
772-783	3 3 0	970-981	3 19 0
784-796	3 3 0	982-993	4 0 0
797-808	3 5 0	994-1006	4 1 0
809-820	3 6 0	1007-1018	4 2 0
821-833	3 7 0	1019-1030	4 3 0
834-845	3 8 0	1031-1043	4 4 0
846-858	3 9 0	1044-1055	4 5 0
859-870	3 10 0	1056-1067	4 6 0
871-882	3 11 0	1068-1080	4 7 0
883-895	3 12 0	1081-1092	4 8 0
896-907	3 13 0	1093-1104	4 9 0
908-919	3 14 0	1105-1117	4 10 0
920-932	3 15 0		

C. TURNBULL, Chairman.

J. V. WILLIAMS, Secretary.

Melbourne, 13th May, 1942.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author outlines the various methods used to collect and analyze the data. This includes both manual data entry and the use of specialized software tools. The goal is to ensure that the data is both accurate and easy to interpret.

The third section provides a detailed breakdown of the results. It shows that there is a clear trend in the data, which is consistent with the initial hypothesis. The analysis also identifies some areas where the data deviates from the expected pattern, which may be due to external factors.

Finally, the document concludes with a summary of the findings and some recommendations for future research. It suggests that further studies should be conducted to explore the underlying causes of the observed trends and to develop more effective strategies for data collection and analysis.