



VICTORIA GOVERNMENT GAZETTE.

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[1942

Factories and Shops Acts.

DETERMINATION OF THE MEAT PRESERVERS 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—

(a) Employed in the process, trade, or business of—

- (1) Preserving meat;
- (2) Preparing food products from animal fat or from edible oils;
- (3) Putting up preserved meat or food products prepared from animal fat or from edible oils;

(b) Employed as a storeman, packer, or sorter in connexion with the trade or business of—

- (1) Preserving meat;
- (2) Preparing food products from animal fat or from edible oils."

has made the following Determination, namely:—

(1) That on the 4th February, 1942, the last previous Determination shall be revoked and replaced by this Determination.

(2) **WAGES.**

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Males.			Females.		
	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years	30 0	1 3	31 3	28 9	1 0	29 9
16 years and under 17 years	35 0	1 3	36 3	32 6	1 3	33 9
17 " " 18 " "	42 6	1 6	44 0	36 0	1 3	37 3
18 " " 19 " "	50 0	2 0	52 0	41 0	1 6	42 6
19 " " 20 " "	62 6	2 3	64 9	45 9	1 9	47 6
20 " " 21 " "	77 3	3 0	80 3	52 3	1 9	54 0

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 107s. 6d. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 60s. 9d. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 107s. 6d. per week of 44 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 60s. 9d. per week of 44 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 108s. 6d. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 60s. 9d. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 108s. 6d. per week of 44 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 60s. 9d. per week of 44 hours.

(11) **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 proportionately less time during any shorter period of employment. This provision shall not apply in respect of employment before the 1st day of January, 1942.

(12) **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 one week's holiday on full pay in each year, and such holiday shall be given within three months of completion of each twelve month's service.

If the employee leaves or is dismissed before the expiration of twelve months' service, then such employee shall be given one half-day's holiday or be paid one half day in respect of each calendar month's or part of a calendar month's service. Provided that an employee shall not be entitled to one half day's holiday for part of a calendar month until he has completed six calendar months' continuous service with the same employer. For the purpose of this clause service prior to 3rd April, 1941 shall be disregarded.

(13) **SMOKE-ON.**—A "smoke-on" period of 15 minutes without deduction of pay shall be allowed as follows:—

(a) To shift workers—

At intervals of not less than 2 hours nor more than 2½ hours after the commencement of work or of recommencing work after a meal break. Provided that where a meal break occurs within any such interval of 2½ hours the employee shall not be entitled to a "smoke-on" during that interval.

(b) To other workers—

Each morning between the hours of 9.30 and 10.30 and each afternoon between the hours of 2.30 and 3.30.

(14) **CHANGING TIME.**—Employers shall allow all employees 5 minutes changing time at the end of the ordinary day's work and such time shall be counted as time worked.

(15) **TEMPORARY WORKERS.**—Temporary workers shall be paid at the rate of time and a third but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

(16) **LIMITATION OF PENALTY RATES.**—Where under any provision in this Determination (other than the provision contained in clause 9 (c)), cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

(17) **DEFINITIONS.**—

(a) A temporary worker shall mean any person 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.

(b) Juvenile worker shall mean a person under 21 years of age, other than an apprentice or an improver, who may be employed at—

Patting, wrapping, stamping, or branding;

Labelling, keying, wiping tins, and carrying off from filling table;

Filling or cleaning tins, jars, or moulds;

Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning or sterilizing tins, cartons, or bottles;

Taking away from machines;

Wrapping premier jus for oleo presses, washing margarine boxes, and assisting potman cleaning up; weighing and closing tins.

(18) **MEAL ALLOWANCE.**—An employee required to work overtime for more than one and a quarter hours after the time of ending work in clause (6), shall be paid 2s. 0d. 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. 0d. for each meal so provided.

(19) **WEIGHT CARRYING.**—No female over the age of eighteen years shall be required to carry a greater weight than thirty pounds. Section 207 of the *Factories and Shops Act 1928* (No. 3677) provides that—"No person employing any girl under the age of eighteen years in a factory or shop shall permit such girl while so employed to lift or carry a greater weight than twenty-five pounds."

(20) **WET WORK.**—When female employees are engaged in wet work, employers shall take reasonable precautions to protect such employees from getting wet.

(21) **FIRST-AID CHEST.**—A first-aid chest, with all necessaries for same, shall be provided.

(22) **MIXED FUNCTIONS.**—Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.

(23) **DINING AND DRESSING ROOMS.**—Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

(24) **WASHING DOWN.**—For the purpose of washing down, hoses and water-taps must be provided at convenient places.

(25) **PAYMENT OF WAGES.**—All employees to be paid weekly, and in the time of the employer.

(26) **MINIMUM OF WORK.**—All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and a half hours' work at least on Saturday, even if they are not required to work.

(27) **WAITING TIME.**—When an employee has been notified to start work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time of duty.

(28) **WASHING FACILITIES.**—A proper place shall be provided for the purpose of washing clothes.

(29) The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia shall be allowed to inspect all time and wages books at the place at which the time book or other record is kept between the hours of 10 a.m. and 2 p.m. on any working day excepting pay day or on the day immediately preceding pay day.

(30) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates for males 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 apprentices, improvers, juvenile workers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (31).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 4 3 0	Melbourne

(31) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in May, 1942, the amount of the basic wage shall be prescribed in clause (30).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amounts 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 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.

Table.

Index Number Divisions.				Basic Wage.	Index Number Divisions.				Basic Wage.
				£ s. d.					£ s. d.
871-882	..	..	..	3 11 0	970-981	..	..	..	3 19 0
883-895	..	..	..	3 12 0	982-993	..	..	..	4 0 0
896-907	..	..	..	3 13 0	994-1006	..	..	..	4 1 0
908-919	..	..	..	3 14 0	1007-1018	..	..	..	4 2 0
920-932	..	..	..	3 15 0	1019-1030	..	..	..	4 3 0
933-944	..	..	..	3 16 0	1031-1043	..	..	..	4 4 0
945-956	..	..	..	3 17 0	1044-1055	..	..	..	4 5 0
957-969	..	..	..	3 18 0	1056-1067	..	..	..	4 6 0

C. TURNBULL, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 19th January, 1942.