VICTORIA
GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 10 (FISH AND POULTRY).

NOTE.—This Determination on the 2nd March, 1942, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council made thereunder, and such portions of the City of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 24th April, 1933, has had power to "determine the lowest prices or rates which may be paid to any persons wheresoever employed in the business of—

(*a*) killing, plucking, dressing poultry or game;

(*b*) preparing fish for sale uncooked or for canning, drying, or smoking;

(*c*) selling by wholesale or retail (except for consumption on the premises) poultry, game, fish, or oysters;

(*d*) marketing (in fish and poultry markets) poultry, game, or fish"—

has made the following Determination, namely:—

(*a*) That on the 2nd March, 1942, the adjusted Determination of this Board which came into operation as from the first pay period commencing in February, 1942, shall be revoked and replaced by this Determination.

PART ONE.

This Part applies to Persons employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

(1) APPRENTICES OR IMPROVERS.

Wages per Week of 44 Hours.

—	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	26 0	0 9	26 9	25 0	0 9	25 9
16 years of age	34 9	1 0	35 9	27 0	0 9	27 9
17 years of age	42 3	1 3	43 6	30 0	0 9	30 9
18 years of age	55 3	1 6	56 9	33 0	1 0	34 0
19 years of age	73 6	2 0	75 6	40 0	1 3	41 3
20 years of age	77 6	2 3	79 9	46 0	1 3	47 3

PROPORTION.

MALES.

Apprentices.

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

Improvers.

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

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 54s. 6d. per week of 44 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 54s. 6d. per week of 44 hours.

OTHER EMPLOYEES.

—	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.
Rabbit skinners or boners	109 6	3 0	112 6
Grader who grades for the export trade	115 0	3 0	118 0
Females employed filling cartons with boned meat	53 0	1 6	54 6
All others	104 0	3 0	107 0

	Time of Beginning.	Time of Ending.
(2) Time of Beginning and Ending Work	6 a.m.	4.30 p.m. on each of the five ordinary working days in the week.
	6 a.m.	11.30 a.m. on Saturday.

(3) Overtime.—(a) Outside the hours fixed as the time of beginning and ending work .. (b) Within the hours fixed as the time of beginning and ending work in excess of four hours on Saturday and eight hours on other days } Time and a half, provided that all work done after 1 p.m. on Saturday shall be paid for at double time.

(4) Special Rates.—(a) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day; and time and a half for all work done on Australia Day (26th January), Easter Monday, King's Birthday, 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 only be payable for work done on the day so substituted.

(b) For all work done on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day piece-workers shall be paid double the rates mentioned in clause (15); and for all work done by such workers on Australia Day, Easter Monday, King's Birthday, and Boxing Day, the ordinary rates, plus 50 per cent., shall be paid.

(5) Time Rates.—Any person employed between midnight Sunday and midnight Saturday on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours per week fixed in this Determination be paid the ordinary wage, with an addition of 33⅓ per cent., and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(6) Waiting Time.—Employees (piece-workers included) who are required to wait for a longer period than an aggregate of one hour (exclusive of meal hours) per day shall be paid for such excess at the wage rate provided for the class of work done.

(7) Time Record.—All employees (including piece-workers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.

(8) Union Inspection.—An accredited representative of the Federated Cold Storage, and Meat Preserving Employees Union of Australia shall have access to the records of times recorded and wages received by employees provided that such inspection is made during working hours.

(9) Dining and Changing Room.—A dining-room, changing-room, adequate washing facilities, and in addition (where facilities are available) hot water for the making of tea shall be provided.

(10) Premises to be Kept Clean.—The employer shall cause all rooms used by employees to be kept reasonably clean, and free from debris.

(11) Meal Hour.—A period of one hour shall be allowed for breakfast between the hours of 8 a.m. and 9.30 a.m., and also a period of one hour for dinner between the hours of 11.30 a.m. and 1.30 p.m.

(12) Smoke Oh.—Employees shall be entitled to a smoke oh period of ten minutes each morning and afternoon.

(13) Annual Leave.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be entitled to one week's annual leave without deduction of pay. On completion of each subsequent year's service he or she shall be entitled to a further week's leave (without deduction of pay) but if any such employee leaves or is dismissed before the completion of any such subsequent year he or she shall be entitled to a *pro rata* term of leave based on one day's leave for each two months or fraction of two months' service.

(14) 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.

(15) Piece-work Prices.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

	Within the hours fixed in clause (2).	Outside the hours fixed in clause (2).
Skinning rabbits (heads off)	2s. 6d. per 100 } plus 2 per cent.	3s. 9d. per 100 } plus 2 per cent.
Skinning rabbits (heads on)	3s. 3d. per 100 } plus 2 per cent.	4s. 7½d. per 100 } plus 2 per cent.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb. } plus 14 per cent.	
Skinning hares	9s. 3d. per 100 } plus 14 per cent.	

PART TWO.

This Part applies to Persons doing any Work other than Work in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

(1) Apprentices or Improvers.

Wages per Week.

—	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	24 0	0 9	24 9	19 9	0 9	20 6
16 years of age	31 6	1 0	32 6	23 9	0 9	24 6
17 years of age	42 0	1 3	43 3	29 3	1 0	30 3
18 years of age	51 9	1 9	53 6	37 3	1 3	38 6
19 years of age	59 9	2 0	61 9	40 6	1 3	41 9
20 years of age	71 3	2 3	73 6	44 9	1 6	46 3

Proportion.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 95s. 6d. per week of 48 hours, or 44 hours, as the case may be.

Improvers.

One improver to every four or fraction of four workers receiving not less than 95s. 6d. per week of 48 hours, or 44 hours, as the case may be.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 51s. per week of 48 hours, or 44 hours, as the case may be.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 51s. per week of 48 hours, or 44 hours, as the case may be.

OTHER EMPLOYEES.

Wages per Week.

—	Within the Metropolitan District.			All other parts of Victoria where this Determination applies.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wages.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	122 6	3 0	125 6	117 6	3 0	120 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager) ..	63 0	2 0	65 0	59 6	2 0	61 6
Foreman having the supervision of four or more workers	112 6	3 0	115 6	107 6	3 0	110 6
Shop hands (males) or salesmen ..	99 6	3 0	102 6	94 6	3 0	97 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	102 6	3 0	105 6	98 6	3 0	101 6
Wet chain pluckers	110 0	3 0	113 0	110 0	3 0	113 0
Labourers assisting—						
(a) Wholesale fish salesmen	107 6	3 0	110 6	102 6	3 0	105 6
(b) Wholesale poultry salesmen ..	97 6	3 0	100 6	94 6	3 0	97 6
Persons employed grading and/or placing plucked poultry in boxes	102 6	3 0	105 6	98 6	3 0	101 6
Females employed—						
(a) As shop hands	52 6	1 9	54 3	49 6	1 6	51 0
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry	52 6	1 9	54 3	49 6	1 6	51 0
All others	92 6	3 0	95 6	92 6	3 0	95 6

(2) EMPLOYEES IN FREEZING CHAMBER.—Notwithstanding the rates provided in Clause (1), any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate of 2s. 7½d. per hour.

(3) HOURS FOR AN ORDINARY WEEK'S WORK.—The hours for an ordinary week's work shall be:—

(a) Manager as defined in clause (1) .. .. } 48 hours.
Manageress as defined in clause (1) .. .. }
Foreman having the supervision of 4 or more workers .. .. .. }
Shop hands, salesmen, or saleswomen .. .. }

Provided that the hours of any person mentioned herein who in the ordinary course of his or her duties is required to do any work mentioned in sub-clause (b) hereof shall be 44 hours.

(b) Block hands, pluckers, filleters, cleaners, or oyster openers, labourers assisting wholesale fish or poultry salesmen, persons employed grading and/or placing plucked poultry in boxes, females employed at weighing, grading, washing, stamping, branding or filling cartons, moulds or boxes of fish or poultry } 44 hours.

(c) All others .. .. 44 hours.

(4) TIMES OF BEGINNING AND ENDING WORK—

Persons employed in connexion with—

	Time of beginning.	Time of ending.
(a) The sale by retail of poultry, fish or game:—		
Friday	6.30 a.m.	9 p.m.
Saturday	6.30 a.m.	1 p.m.
Other days	6.30 a.m.	6.30 p.m.
(b) Packing and processing fish by refrigeration:—		
Saturday	8 a.m.	12.30 p.m.
Other days	8 a.m.	8 p.m.
(c) Preparing poultry (other than in retail shops):—		
Saturday	7 a.m.	12.30 p.m.
Other days	7 a.m.	7 p.m.
(d) At any work other than work provided for in sub-clauses (a), (b), and (c) hereof:—		
Saturday	4.30 a.m.	12 noon
Other days	4.30 a.m.	4.30 p.m.

(5) OVERTIME—

Any employee (other than a piece-worker) who works—

(a) In excess of 9 hours on any one day within the hours provided in clause (4) (employees in retail shops excepted) .. .. } Shall be paid for such excess or for work outside such hours at the rate of time and a half.
(b) In excess of the hours provided for an ordinary week's work in clause (3) (excluding any overtime already provided for in sub-clause (a)) .. .. }
(c) Outside the hours fixed in clause (4).

(6) SPECIAL RATES.—(a) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day; and time and a half for all work done on Australia Day (26th January), Easter Monday, King's Birthday, 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 only be payable for work done on the day so substituted.

(b) For all work done on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day piece-workers shall be paid double the rates mentioned in clause (20) (a); and for all work done by such workers on Australia Day, Easter Monday, King's Birthday, and Boxing Day, the ordinary rates, plus 50 per cent. shall be paid.

(7) TIME RATES.—Any person employed between midnight Sunday and midnight Saturday on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours per week fixed in this Determination be paid the ordinary wage, with an addition of 33⅓ per cent., and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(8) MEAL ALLOWANCE.—Any employee (whether on time wages or piece-work) who is required to work for more than one hour after the usual closing time of the factory, shop, or place shall be paid 1s. 6d. as a meal allowance for each day that such extra time is worked. This Clause shall not apply to employees of wholesale fish auctioneers.

(9) MEAL INTERVALS.—(*a*) Employees (other than piece workers) employed by wholesale fish auctioneers shall be allowed a meal interval of not less than half an hour, or more than one hour between 7.30 a.m. and 9 a.m. If such employees are required to work more than five hours after the completion of their first meal interval they shall be allowed a further interval of half an hour, and a meal shall be provided by the employer.

(*b*) Employees other than those employed by wholesale fish auctioneers shall receive a meal interval of not less than one half-hour, and not more than one hour. Such meal interval shall not be required to be taken earlier than three hours or later than five hours of commencing work.

(10) WORK TO BE CONTINUOUS.—The work of employees engaged in the preparation of fish shall with the exception of meal intervals as provided in clause (9) be continuous.

(11) WAITING TIME.—Employees (other than employees working in connexion with the preparation of fish) who are kept waiting before commencing work for a period in excess of two hours shall be paid for such excess at time rates according to the class of work to be done.

(12) LIFTING OF HEAVY BOXES OF FISH.—No employee shall be required to lift unassisted, boxes of fish exceeding 100 lb. in weight.

(13) CLOTHING ALLOWANCE.—Where, in conformity with the custom of the trade or required by law, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 1s. 9d. per week in addition to the ordinary rate.

(14) TIME RECORD.—All employees (including piece-workers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.

(15) UNION INSPECTION.—An accredited representative of the Federated Cold Storage and Meat Preserving Employees Union of Australia shall have access to the records of times recorded and wages received by employees provided such inspection is made during working hours.

(16) DINING AND CHANGING ROOM.—A dining-room, and changing-room, together with adequate facilities for washing, and for boiling water for making tea shall be provided in all places (other than retail shops) in which two or more persons are employed preparing fish or poultry for trade or sale.

(17) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be entitled to one week's annual leave without deduction of pay. On completion of each subsequent year's service he or she shall be entitled to a further week's leave (without deduction of pay) but if any such employee leaves or is dismissed before the completion of any such subsequent year he or she shall be entitled to a *pro rata* term of leave based on one day's leave for each two months or fraction of two months' service.

(18) 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.

(19) VARIATION OF DETERMINATION.—Where the exigencies of the industry are such that the best interests of the employers, employees, and the community as a whole may be served by varying any part of this Determination by mutual consent, such variation may be mutually arranged by agreement with an officer of the Department of Labour, an officer of the Cold Storage Union, and the employer or his representative. Full particulars of such variation are to be reported to and approved by the Chief Inspector of Factories or his deputy.

(20) PIECE-WORK PRICES.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

(*a*) Between the hours of 6 a.m. and 1 p.m. on Saturday, and 6 a.m. and 8 a.m. on any other week day—

	s.	d.	
(i) Roughing fowls by hand	0	8½ per pair	Plus 27 per cent.
Roughing fowls by machine	0	3 per pair	
Stumping fowls the same day as they are roughed by hand	0	3½ per pair	
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0	4 per pair	
Stumping fowls which have been roughed by a machine	0	4 per pair	
Plucking fowls	0	7 per pair	
Plucking ducks, where wings are not plucked right out	0	7½ per pair	
Plucking ducks, where wings are required to be plucked right out	0	11½ per pair	
Plucking Muscovy drakes (redheads)	1	3 per pair	
Plucking turkey hens	0	8½ per pair	
Plucking turkey cocks	1	1 per pair	
Plucking geese	1	1 per pair	
Plucking teal	0	4 per pair	
Plucking black duck	0	5 per pair	
Plucking blue wing	0	4 per pair	
Plucking mountain duck	0	5 per pair	
Plucking pigeons and small birds	0	3 per pair	
Plucking quail	0	3 per pair	
Plucking pheasants	0	7 per pair	
Drawing and trussing fowls or ducks	0	3 per pair extra	
Drawing and trussing geese	0	6 per pair extra	
Drawing and trussing turkeys	0	9 per pair extra	
(ii) *Blooding couta	0	9 per large box	
*Splitting couta	1	0 per large box	
*Scaling and cleaning salmon	1	6 per large box	
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2	6 per large box	
*Cleaning garfish, flathead, mullet, and all other very small fish	3	0 per large box	
*Cleaning whiting	0	3 per dozen	
*Filleting whiting	0	6 per dozen	
*Cleaning flounders	0	3 per dozen	
Trimming shark	0	6 per box	
Skimming and trimming shark	2	0 per box	

* Including washing.

(*b*) Outside the hours stated in sub-clause (*a*) hereof:—The rates provided in clause (20), sub-clause (*a*) with the addition of 50 per cent.

(21) Periodical Adjustment of Wages.—The wages rates for adult males set out in clause (1) Part One, and clause (1) Part Two, 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 rate shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. The piece-work prices set out in clauses (15) Part One, and (20) Part Two, shall be increased or decreased at the same time and in the following manner. For each increase or decrease of 1s. in the basic wage the added percentage shown in the margin shall be increased or decreased (as the case may be) by 1 per cent. The wages of apprentices and improvers and all females 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 (22).

Basic Wage.

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

(22) 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 as prescribed in clause (21).

(*b*) During each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November, or a February, 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 thereto in clause (21).

(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 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.
735–746	3 0 0	908–919	3 14 0
747–759	3 1 0	920–932	3 15 0
760–771	3 2 0	933–944	3 16 0
772–783	3 3 0	945–956	3 17 0
784–796	3 4 0	957–969	3 18 0
797–808	3 5 0	970–981	3 19 0
809–820	3 6 0	982–993	4 0 0
821–833	3 7 0	994–1006	4 1 0
834–845	3 8 0	1007–1018	4 2 0
846–858	3 9 0	1019–1030	4 3 0
859–870	3 10 0	1031–1043	4 4 0
871–882	3 11 0	1044–1055	4 5 0
883–895	3 12 0	1056–1067	4 6 0
896–907	3 13 0		

CAMPBELL TURNBULL, Chairman.

J. W. RYAN, Secretary

Melbourne, 12th February, 1942.

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