



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 81]

FRIDAY, MARCH 6.

[1942

Factories and Shops Acts.

## DETERMINATION OF THE FRUIT PACKING 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 appointed "to determine the lowest prices or rates which may be paid to any persons or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

(a) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;

(b) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely:—

(1) That from the beginning of the first pay period to commence on or after the 6th March, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) **WAGES PER WEEK OF 44 HOURS.**

Improvers.	Citrus Fruit Packing Establishments.		Other Fruit Packing Establishments.*		Other Employees.	
	Males.	Females.	Males.	Females.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Males.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	26 6	26 6	26 6	26 6	Packers of citrus fruits .. .. .	98 0
16 to 17 years of age .. .. .	32 6	32 6	32 6	32 6	Packers of fruits other than citrus fruits..	115 0
17 to 18 years of age .. .. .	39 9	36 3	39 9	36 3	Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers) .. .. .	111 0
18 to 19 years of age .. .. .	53 0	50 0	53 0	42 0	Persons bringing fruit from and putting fruit into cool-store chambers .. .. .	102 0
19 to 20 years of age .. .. .	67 0	53 6	67 0	45 0	Case lidders and nailers—machine .. .. .	105 0
20 to 21 years of age .. .. .	80 9	59 3	80 9	51 6	Case lidders and nailers—hand .. .. .	97 0
					Case wirers .. .. .	97 0
					All others .. .. .	92 0
					<i>Females.</i>	
					Persons employed in citrus fruit packing establishments .. .. .	62 0
					Packers of fruits other than citrus fruits..	115 0
					All others .. .. .	52 9

\* Provided that any improver engaged in packing fruit shall be paid the adult weekly wage or piecework prices.

*Proportion (in any Place).*

One improver to every two or fraction of two workers receiving not less than the minimum wage.

NOTE.—The Board determines that no person shall be employed as an apprentice.

(3) **PIECEWORK PRICES.**—The lowest piecework prices payable for the following kinds of work shall be:—

*Pears.*

	Any Standard Bushel Container.	Keros.	Full Pnces.
<i>Bench packing—</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>
Wrapping and packing unsized pears, including lidding .. .. .	5½	5½	7½
Wrapping and packing unsized pears, no lidding .. .. .	4½	5½	6½
Packing unsized naked pears; including lidding .. .. .	4½	5	6½
Packing unsized naked pears, no lidding .. .. .	4	4½	6
Packing pears into market flats, no lidding .. .. .	5½	..	..
<i>Other packing—</i>			
Wrapping and packing pears off sizing machine, no lidding .. .. .	3½	4	5½
Wrapping and packing or packing naked unsized pears, no lidding .. .. .	4	4½	6
Wrapping and packing or packing naked sized pears, no lidding .. .. .	3½	3½	5½
<i>Wiping—</i>			
Wiping pears by hand .. .. .	4	4½	6

Pears—continued.

	Any Standard Bushel Container.	Keros.	Full Pines.
	d.	d.	d.
Grading and sizing—			
Grading and sizing into quarters and placing loose in cases, no lidding .. .. .	3	3½	5
Grading and sizing into two size groups and placing loose in cases, no lidding .. .. .	3	3½	5
Grading (no sizing) and placing loose in cases, no lidding .. .. .	3	3½	5

Apples.

	Any Standard Bushel Container.	Keros.	Full Pines.
	d.	d.	d.
Bench packing—			
Wrapping and packing unsized apples, including lidding .. .. .	5½	5½	7½
Wrapping and packing unsized apples, no lidding .. .. .	4½	5½	6½
Packing unsized naked apples, including lidding .. .. .	4½	5	6½
Packing unsized naked apples, no lidding .. .. .	4	4½	6
Other packing—			
Wrapping and packing apples off sizing machine, no lidding .. .. .	3½	3½	5½
Wrapping and packing or packing naked sized apples, no lidding .. .. .	3½	3½	5½
Wrapping and packing or packing naked unsized apples, no lidding .. .. .	3½	4½	5½
Wiping—			
Wiping apples by hand .. .. .	3	3½	5

	Any Standard Bushel Container.	Keros.	Full Pines.
	d.	d.	d.
Grading and sizing—			
Grading and sizing into quarters and placing loose in cases, no lidding .. .. .	3	3½	5
Grading and sizing into two size groups and placing loose in cases, no lidding .. .. .	3	3½	5
Grading (no sizing) and placing loose in cases, no lidding .. .. .	3	3½	5

Plums.

	Per Half Case.
	d.
Wrapping and packing or packing naked plums, no lidding .. .. .	3½
Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling .. .. .	5½

Lemons.

	Per Case.
	d.
Packed within 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling .. .. .	4½
Packing naked lemons into any standard bushel case .. .. .	3½

	Per 1,000 Lemons.
	s. d.
Packed outside 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case .. .. .	1 9
Packing naked lemons into any standard bushel case .. .. .	1 0

Oranges and Mandarins.

	Per 1,000 Oranges or Mandarins.
	s. d.
Wrapping and packing oranges or mandarins .. .. .	1 9
Packing naked oranges or mandarins .. .. .	1 0

(4) WIRING.—Where a pieceworker is called on to wire cases he shall be paid ¼d. per case for all cases wired.

(5) CONDITIONS OF PIECEWORK.—(a) All of the rates set out under Bench Packing, Wiping, Grading and Sizing, in clause (3), include bringing the fruit to and taking away from bench, bringing fruit out from and putting fruit into cool stores, branding and/or labelling, attaching and marking stickers.

(b) Where fruit has been accurately sized into quarters prior to being packed the rates set out for unsized bench packing may be reduced ¼d. per standard bushel container or kero. case, and ¾d. per full pine case. Accurately sized shall mean not more than two sizes in any one container.

(c) No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero. box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

(d) Pieceworkers shall not be entitled to overtime rates for piecework done outside the times of beginning and ending work

(6) TIMES OF BEGINNING AND ENDING WORK.—

	Times of Beginning not Earlier than—	Times of Ending not Later than—
On Monday to Friday inclusive .. .. .	7 a.m.	6 p.m.
On Saturday .. .. .	7 a.m.	12.30 p.m.

(7) OVERTIME.—The following rates shall be paid for all work done :—

Outside the times of beginning and ending work as fixed in clause (6) .. .. . } Time and a half.  
Within the times of beginning and ending work, in excess of 44 hours in any week .. .. . }

(8) TERMS OF ENGAGEMENT.—(a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Where an employer is not satisfied as to the reason of an employee absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee who has had at least three months' service with such employer was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than four days in each year.

(9) CASUAL WORK.—Casual work, i.e., work for less than two full weeks, shall be paid for at the following rates :—

Adult male employees .. .. .	2s. 6d. per hour.
Other employees .. .. .	Ordinary wages rate with an addition of thirty-three and one-third per centum.

(10) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Pieceworkers shall be paid rate and one-quarter, and all other employees double time for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, 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 only be payable for work done on the days so substituted.

(11) HOLIDAYS.—Weekly employees shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piecework shall be granted the following holidays :—Christmas Day, Good Friday and Anzac Day, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

(12) TIME BOOK OR OTHER RECORD.—Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

(13) RIGHT OF ENTRY OF UNION OFFICIAL.—A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments for the purpose of interviewing employees on legitimate union business on the following conditions :—

- (a) That he produces his authority to the employer or his representative.
- (b) That not more than one representative in all be in any establishment at any one time.
- (c) That no one representative visit an establishment more than once a fortnight.
- (d) That if an employer alleges that a representative is unduly interfering with his establishment 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, but the representative shall have the right to bring such refusal before this Wages Board.

R. J. EDWARDS, Chairman.

J. R. MACPHERSON, Secretary.

Melbourne, 19th February, 1942.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for transparency and accountability, particularly in the context of public administration and financial management. The text notes that without reliable records, it is difficult to track the flow of funds and ensure that resources are being used as intended.

2. The second part of the document addresses the challenges associated with data collection and analysis. It highlights that gathering comprehensive data from various sources can be a complex and time-consuming process. However, the benefits of having a robust data set are significant, as it allows for more informed decision-making and the identification of trends and patterns. The document suggests that investing in data management systems and training staff can help overcome these challenges.

3. The third part of the document focuses on the role of technology in improving efficiency and reducing costs. It discusses how digital tools and automation can streamline processes, minimize human error, and enhance communication. The text also touches upon the importance of cybersecurity in protecting sensitive information and ensuring the integrity of digital systems. It encourages organizations to stay up-to-date with the latest technological advancements and to implement strong security protocols.

4. The fourth part of the document explores the impact of external factors on organizational performance. It notes that economic conditions, market fluctuations, and regulatory changes can all have a significant influence on an organization's ability to achieve its goals. The document suggests that organizations should conduct regular risk assessments and develop contingency plans to mitigate potential threats. It also emphasizes the importance of maintaining strong relationships with stakeholders and being responsive to their needs and concerns.

5. The fifth and final part of the document provides a summary of the key points discussed and offers some concluding thoughts. It reiterates the importance of a proactive and data-driven approach to management and encourages organizations to continuously seek ways to improve their operations. The document concludes by stating that while the challenges are many, the potential for success is high for those who are committed to excellence and innovation.