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Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1948.

Dated at Melbourne, this
23rd day of November, 1948.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses, 2 (A), 2 (B) and 2 (C), of the Determination published in *Government Gazette* No. 935 of the 27th September, 1948, shall be replaced by the following clauses:—

2. (A)

EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

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 | 8 17 6 | 6 0 | 9 3 6 |
| Slaughterman | 8 7 0 | 6 0 | 8 13 0 |
| Head and Feet Boners | 7 11 6 | 3 0 | 7 14 6 |
| Scalders | 7 11 6 | 3 0 | 7 14 6 |
| Meat Lumpers | 7 8 6 | 3 0 | 7 11 6 |
| Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down) | 7 4 6 | 3 0 | 7 7 6 |
| General labourers | 7 2 0 | 3 0 | 7 5 0 |

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

2. (A)—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 Warrnambool. | At Yallourn. | All other Parts of Victoria. |
| | Per Week. | Per Week. | Per Week. |
| | £ s. d. | £ s. d. | £ s. d. |
| <i>Division B.—Retail Shops.</i> | | | |
| 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 | 8 12 6 | 8 19 0 | 8 12 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 | 8 12 6 | 8 19 0 | 8 12 6 |
| Whilst employed on other work | At the rates prescribed for such work. | | |
| Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne | 8 17 0 | 9 3 6 | 8 17 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 is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher | 8 11 0 | 8 17 6 | 8 11 0 |
| General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays | 8 5 0 | 8 11 6 | 8 5 0 |
| Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop | 8 2 0 | 8 8 6 | 8 2 0 |
| Small goods makers in butchers' shops, boners, salters, scalders, and cookers .. | 8 4 6 | 8 11 0 | 8 4 6 |
| Ordermen who deliver but do not cut meat and who are not carters and drivers | 7 9 0 | 7 15 6 | 7 9 0 |
| All others | 7 7 0 | 7 12 6 | 7 7 0 |
| Definition:—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchery and is not exclusively employed in the making of small goods, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher. | | | |
| <i>Division C.—Small Goods Section.</i> | | | |
| 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 | 8 12 6 | 8 19 0 | 8 12 6 |
| Employees who do slaughtering 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 | 8 12 6 | 8 19 0 | 8 12 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 | 8 10 0 | 8 16 6 | 8 10 0 |
| Fillermen | 8 0 6 | 8 7 0 | 8 0 6 |
| Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers | 8 4 6 | 8 11 0 | 8 4 6 |
| Packing-room hands | 7 14 6 | 8 1 0 | 7 14 6 |
| Linkers and table hands | 7 13 6 | 8 0 0 | 7 13 6 |
| All others | 7 7 0 | 7 13 6 | 7 7 6 |
| <i>Division D.—Carters and Drivers Employed in or in Connection with Abattoirs or Meat Markets.</i> | | | |
| Drivers of Motor Vehicles— | | | |
| Not exceeding 25 cwt. capacity | 7 4 0 | 7 11 6 | 7 1 0 |
| Exceeding 25 cwt. but not exceeding 3 tons capacity | 7 8 6 | 7 16 0 | 7 5 6 |
| Exceeding 3 tons capacity | 7 13 0 | 8 0 6 | 7 10 0 |
| Horse Drivers— | | | |
| One horse | 7 1 6 | 7 8 6 | 6 18 0 |
| Two horses | 7 4 0 | 7 11 6 | 7 1 0 |
| Three horses | 7 6 6 | 7 13 6 | 7 3 0 |
| Head stableman (if more than one employed) | 6 19 0 | 7 6 6 | 6 17 0 |
| Other stablemen or grooms | 6 14 6 | 7 2 0 | 6 11 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 |

2. (A)—*continued.**Division E.—Carters and Drivers (Not Elsewhere Included).*

| | 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 Warrnambool. | At Yallourn. | All other Parts of Victoria. |
| | Per Week. | Per Week. | Per Week. |
| | £ s. d. | £ s. d. | £ s. d. |
| (1) Drivers of motor vehicles— | | | |
| (i) not exceeding 25 cwt. capacity | 7 12 0 | 7 18 6 | 7 12 0 |
| (ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity .. | 7 16 0 | 8 2 6 | 7 16 0 |
| (iii) exceeding 3 tons capacity but under 6 tons capacity | 7 19 0 | 8 5 6 | 7 19 0 |
| (iv) for each complete ton over 5 tons an extra 1s. per week | | | |
| (v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer | | | |
| (2) Horse drivers— | | | |
| (i) one horse | 7 7 0 | 7 13 6 | 7 7 0 |
| (ii) two horses | 7 12 0 | 7 18 6 | 7 12 0 |
| (iii) three horses | 7 15 0 | 8 1 6 | 7 15 0 |
| (iv) four horses | 7 17 0 | 8 3 6 | 7 17 0 |

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.

Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.

Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.

- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.

- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

| Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District. | | Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies. | |
|--|---------------|---|--------------|
| | Weekly Wage. | | Weekly Wage. |
| | £ s. d. | | £ s. d. |
| 1st year's experience | 3 2 6 | Under 18 years | 4 3 6 |
| 2nd year's experience | 3 15 6 | 18 years and under 19 years .. | 4 19 0 |
| 3rd year's experience | 4 6 6 | 19 years and under 20 years .. | 5 9 6 |
| 4th year's experience | 5 14 6 | 20 years | Minimum Wage |
| 5th year's | Minimum Wage. | | |
| PROPORTION (BY ANY EMPLOYER). | | 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. | |
| <i>Apprentices.</i> | | No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle. | |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination. | | PROPORTION (BY ANY EMPLOYER). | |
| <i>Improvers.</i> | | One improver to every five drivers receiving not less than the minimum wage. | |
| 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. | | | |

2. (C)

APPRENTICES NOT ELSEWHERE INCLUDED.

| | Rate. | Loading (Constant). | War Loading. | Total. |
|------------------------|-----------|------------------------|-----------------|-----------|
| | Per Week. | Per Week. | Per Week. | Per Week. |
| | £ s. d. | s. d. | s. d. | £ s. d. |
| <i>Five-year Term—</i> | | | | |
| First year | 1 16 6 | 2 0 | 1 0 | 1 19 6 |
| Second year | 2 9 6 | 2 0 | 1 6 | 2 13 0 |
| Third year | 3 12 6 | 4 0 | 2 0 | 3 18 6 |
| Fourth year | 4 13 0 | 5 0 | 2 6 | 5 0 6 |
| Fifth year | 6 2 0 | 5 6 | 3 0 | 6 10 6 |
| <i>Four-year Term—</i> | | | | |
| First year | 2 3 6 | 2 0 | 1 0 | 2 6 6 |
| Second year | 3 1 6 | 3 0 | 1 6 | 3 6 0 |
| Third year | 4 13 0 | 5 0 | 2 6 | 5 0 6 |
| Fourth year | 6 2 0 | 5 6 | 3 0 | 6 10 6 |

(i) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship body 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 State Apprenticeship body. Provided that any lad commencing at 17 years of age shall be apprenticed only for a four-year term.

(ii) In those portions of the State of Victoria not covered by sub-clause (i) hereof, male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows :—

Saving.

- (a) This sub-clause shall not apply to male juniors at present employed in the industry, but any such junior may, if agreed upon between the employer, his parents and himself, come within the scheme contained herein, and, in the event of his so doing, the period for which the junior has been employed in the industry shall be counted as time served under apprenticeship and in his indenture he shall be credited with such time.

Contract of Apprenticeship.

- (b) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

- (c) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

- (d) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year : Breaking up hindquarter of beef and hanging same and boning.

During the third year : Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years : Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

- (2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year : Pelting and legging sheep and necking off; dressing pigs and calves.

During the third year : Grounding; backing off; sawing down.

During the fourth and fifth years : Quartering; making tallow; caring for hides; care of yards generally.

Period of Apprenticeship.

- (e) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

- (f) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

- (g) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms :—

- (a) 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 labor.

- (b) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parent or guardian and his employer.

(iv) The wage rates of unapprenticed junior labor shall be as follows :—

| | Rate. | Loading (Constant.) | War Loading. | Total. |
|---------------------|-----------|------------------------|-----------------|-----------|
| | Per Week. | Per Week. | Per Week. | Per Week. |
| | £ s. d. | s. d. | s. d. | £ s. d. |
| First year | 2 3 6 | 2 0 | 1 0 | 2 6 6 |
| Second year | 2 16 0 | 2 6 | 1 0 | 2 19 6 |
| Third year | 3 15 6 | 4 0 | 2 0 | 4 1 6 |
| Fourth year | 5 3 0 | 4 6 | 2 6 | 5 10 0 |
| Fifth year | 6 4 0 | 6 0 | 3 0 | 6 13 0 |

(v) Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in his first year and the third year rate in his second year and so on.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination, shall remain in force.

