



VICTORIA GOVERNMENT GAZETTE.

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No. 742]

WEDNESDAY, JULY 28.

[1948

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 August, 1948.

Dated at Melbourne, this
28th day of July, 1948.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 2 (BOOT REPAIRERS).

Clauses 2 and 3 of the Determination made on the 11th May, 1948, and in force as from the beginning of the first pay period to commence on or after the 10th May, 1948, shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS.

| Males. | | | | | Females (see clause 4). | | | | |
|-----------------------------|-----------------------|-----------------|-----------------|-------------------------|-----------------------------|--|--|--|-------|
| Wages per Week of 40 Hours. | | | | | Wages per Week of 40 Hours. | | | | |
| | Commencing Age. | | | | s. d. | | | | s. d. |
| | Under 16 years. | 16 years. | 17 years. | 18 years or over. | | | | | |
| 1st year | 31 6 | 40 6 | 40 6 | 50 0 | 40 3 | | | | |
| 2nd year | 40 6 | 50 0 | 50 0 | 57 0 | 45 3 | | | | |
| 3rd year— | | | | | | | | | |
| 1st 6 months | 50 0 | 57 0 | 57 0 | 81 0 | 49 9 | | | | |
| 2nd 6 months | 50 0 | 57 0 | 57 0 | 92 9 | 54 9 | | | | |
| 4th year— | | | | | | | | | |
| 1st 6 months | 57 0 | 69 9 | 81 0 | Minimum wage | 61 0 | | | | |
| 2nd 6 months | 57 0 | 69 9 | 82 9 | | 65 9 | | | | |
| 5th year— | | | | | | | | | |
| 1st 6 months | 69 9 | 81 0 | Minimum wage | | | | | | |
| 2nd 6 months | 69 9 | 92 0 | | | | | | | |
| 6th year— | | | | | | | | | |
| 1st 6 months | 81 0 | Minimum wage | | | | | | | |
| 2nd 6 months | 92 9 | | | | | | | | |
| Thereafter | Minimum wage | | | | | | | | |

| PROPORTION (IN ANY PLACE). | | | |
|--|--|--|--|
| <i>Apprentices.</i> | | | |
| One apprentice to every three or fraction of three workers receiving not less than 148s. 6d. per week of 40 hours. | | | |
| <i>Improvers.</i> | | | |
| One improver to every four workers receiving not less than 148s. 6d. per week of 40 hours. | | | |

| 3. OTHER EMPLOYEES. | | | | |
|--------------------------------|-------|-----------------------------|---|--------------------------|
| Wages per Week of 40 Hours. | | Wages per Week of 40 Hours. | | |
| | | Adjustable Rate. | Emergency Loading (Non- adjustable). | Total Weekly Wage. |
| <i>Females (see Clause 4).</i> | s. d. | <i>Males.</i> | s. d. | s. d. |
| Adult females | 88 6 | Males | 145 6 | 3 0 |
| | | | | 148 6 |

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

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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 August, 1948.

Dated at Melbourne, this
28th day of July, 1948.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 11 of the 19th January, 1948, shall be replaced by the following clauses:—

2. (a) APPRENTICES AND IMPROVERS.

| Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District. | | | | Apprentices and Improvers not elsewhere included. | | | | |
|--|----|----|----|---|----------------------------------|-----------------------------|--------------------|--|
| | | | | APPRENTICES. | | | | |
| | | | | Five-year Terms. | | | | |
| Weekly Wage. | | | | Rate Per Week. | Constant Loading Per Week. | War Loading Per Week. | Total Per Week. | |
| £ s. d. | | | | £ s. d. | s. d. | s. d. | £ s. d. | |
| 1st years. experience | .. | .. | .. | 1 7 0 | 2 0 | 1 0 | 1 10 0 | |
| 2nd " " | .. | .. | .. | 1 16 6 | 2 0 | 1 6 | 2 0 0 | |
| 3rd " " | .. | .. | .. | 2 14 0 | 4 0 | 2 0 | 3 0 0 | |
| 4th " " | .. | .. | .. | 3 9 3 | 5 0 | 2 3 | 3 16 6 | |
| 5th year | .. | .. | .. | 4 11 0 | 5 6 | 3 0 | 4 19 6 | |
| Minimum Wage | | | | | | | | |
| | | | | Four-year Terms. | | | | |
| First year | .. | .. | .. | 1 12 0 | 2 0 | 1 0 | 1 15 0 | |
| Second year | .. | .. | .. | 2 5 6 | 3 0 | 1 6 | 2 10 0 | |
| Third year | .. | .. | .. | 3 9 3 | 4 6 | 2 3 | 3 16 0 | |
| Fourth year | .. | .. | .. | 4 11 0 | 5 6 | 3 0 | 4 19 6 | |
| PROPORTION (BY ANY EMPLOYER). | | | | EMPLOYMENT OF MALE JUNIORS. | | | | |
| Apprentices. | | | | (a) In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission 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 Commission. | | | | |
| Improvers. | | | | (b) In all other areas covered by this Determination unapprenticed juniors may be employed on the following terms:— 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 labour. | | | | |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination. | | | | | | | | |
| 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. | | | | | | | | |

APPRENTICES AND IMPROVERS—continued.

| IMPROVERS. | | Apprentices and Improvers not elsewhere included. | | | | |
|---|--------------|--|----------------------------|-----------------------|-----------------|--|
| Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies. | | The wage rates of unapprenticed junior labour shall be as follows:— | | | | |
| | | Rate Per Week. | Constant Loading Per Week. | War Loading Per Week. | Total Per Week. | |
| | | £ s. d. | s. d. | s. d. | £ s. d. | |
| | | 1 12 0 | 2 0 | 1 0 | 1 15 0 | |
| | | 2 1 6 | 2 6 | 1 0 | 2 5 0 | |
| | | 2 16 0 | 4 0 | 2 0 | 3 2 0 | |
| | | 3 16 9 | 4 6 | 2 3 | 4 3 6 | |
| | | 4 12 6 | 6 0 | 3 0 | 5 1 6 | |
| Weekly Wage. | | | | | | |
| £ s. d. | | | | | | |
| Under 18 years | 4 1 6 | | | | | |
| 18 years and under 19 years | 4 16 6 | | | | | |
| 19 years and under 20 years | 5 6 6 | | | | | |
| 20 years | Minimum wage | | | | | |
| <p>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.</p> <p>No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.</p> | | <p>Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in the first year and the third year rate in his second year and so on. Juveniles under the age of 18 years shall not be engaged in delivering for more than 4 hours on any one day.</p> <p>Each juvenile shall within 14 days of accepting employment supply a certificate to the Master Butchers Meat and Allied Trades Federation of Australia and to the Australasian Meat Industry Employees Union stating his correct age and his period of service in the industry.</p> | | | | |
| <p>PROPORTION (BY ANY EMPLOYER).</p> <p>One improver to every five drivers receiving not less than the minimum wage.</p> | | <p>PROPORTION OF JUVENILES AND APPRENTICES.</p> <p>The number of apprentices and/or unapprenticed juniors employed in any one shop or slaughter-house whether consisting of a shop, small goods factory, or factory only, or of a shop, slaughter-house, and factory combined, shall not exceed one to three or fraction of three adult weekly employees. An employer actually working in the shop, slaughter-house, or the factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.</p> | | | | |

2. (b)

OTHER EMPLOYEES.

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 14 6 | 6 0 | 9 0 6 |
| Slaughterman | 8 4 0 | 6 0 | 8 10 0 |
| Head and Feet Boners | 7 8 6 | 3 0 | 7 11 6 |
| Scalders | 7 8 6 | 3 0 | 7 11 6 |
| Meat Lumpers | 7 5 6 | 3 0 | 7 9 6 |
| Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down) | 7 1 6 | 3 0 | 7 4 6 |
| General labourers | 6 19 0 | 3 0 | 7 2 0 |

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

DIVISION B.—RETAIL SHOPS.

| | Weekly Wage. | | |
|---|---|-------------------|------------------------------|
| | (a) Within 20 Miles of G.P.O. Melbourne (other than those specified in Division A). | At Yallourn. | All other Parts of Victoria. |
| | Per Week. £ s. d. | Per Week. £ s. d. | Per Week. £ s. d. |
| 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 | 7 14 6 | 8 1 0 | 7 11 6 |
| Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop— | At the rates prescribed for such work. | | |
| Whilst employed on such work | 7 14 6 | 8 1 0 | 7 11 6 |
| Whilst employed on other work | At the rates prescribed for such work. | | |
| Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne— 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 | 7 19 0 | 8 5 6 | 7 16 0 |