VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 884] **SATURDAY, OCTOBER 29.** **[1949**

MINISTER OF THE CROWN.

HIS Excellency the Governor of the State of Victoria, in the Commonwealth of Australia, has this day accepted the resignation by—

Colonel the Honourable WILFRED SELWYN KENT HUGHES, M.V.O., O.B.E. M.C., E.D., M.L.A., as Minister of Transport and Minister in Charge of Electrical Undertakings (without salary) and a Vice-President of the Board of Land and Works.

By His Excellency's Command,

A. MAHLSTEDT,
Official Secretary.

Governor's Office,
Melbourne, 29th October, 1949.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

No. 884.—10982/49.

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GOVERNMENT GAZETTE.

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No. 885] **MONDAY, OCTOBER 31.** **[1949**

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 3 (BUTCHERS).

NOTES.—1. This Determination applies to the whole of the State of Victoria.

2. Butchering and/or Small Goods Making were proclaimed on the 9th October, 1939, as Apprenticeship Trades under the *Apprenticeship Act* 1928 for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne.

3. By Order in Council, dated the 13th October, 1941, the Shops Board No. 4 (Butchers, Country), and the Shops Board No. 5 (Butchers, Provincial) were each deprived of its power and such power was conferred exclusively on the Shops Board No. 3 (Butchers).

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 person or persons or classes of persons employed in the process, trade, or business of a butcher, or seller of meat, or maker or seller of small goods" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 8th August, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

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 ..	12 3 9	6 0	12 9 9
Slaughterman	11 10 0	6 0	11 16 0
Head and Feet Boners	9 4 6	3 0	9 7 6
Scalders	9 4 6	3 0	9 7 6
Meat Lumpers	9 1 0	3 0	9 4 0
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	8 17 0	3 0	9 0 0
General labourers	8 14 0	3 0	8 17 0

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

No. 885.—8506/49.—PRICE 6D.

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.
Division B.—Retail Shops.	£ s. d.	£ s. d.	£ 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	9 0 6	9 7 0	9 0 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	9 0 6	9 7 0	9 0 6
Whilst employed on other work	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	9 5 0	9 11 6	9 5 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 19 0	9 5 6	8 19 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	8 13 0	8 19 6	8 13 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 10 0	8 16 6	8 10 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers ..	8 12 6	8 19 0	8 12 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	7 17 0	8 3 6	7 17 0
All others	7 15 0	8 1 6	7 15 0
Definition :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering 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.			
Division C.—Small Goods Section.			
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	9 0 6	9 7 0	9 0 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	9 0 6	9 7 0	9 0 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 18 0	9 4 6	8 18 0
Fillermen	8 8 6	8 15 0	8 8 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	8 12 6	8 19 0	8 12 6
Packing-room hands	8 2 6	8 9 0	8 2 6
Linkers and table hands	8 1 6	8 8 0	8 1 6
All others	7 15 0	8 1 6	7 15 6
Division D.—Carters and Drivers Employed in or in Connexion with Abattoirs or Meat Markets.			
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	8 16 6	9 4 6	8 13 0
Exceeding 25 cwt. but not exceeding 3 tons capacity	9 1 6	9 9 6	8 18 0
Exceeding 3 tons capacity	9 6 6	9 14 6	9 3 0
Horse Drivers—			
One horse	8 13 6	9 1 6	8 10 0
Two horses	8 16 6	9 4 6	8 13 0
Three horses	8 19 6	9 7 0	8 15 6
Head stableman (if more than one employed)	8 11 0	8 19 0	8 8 6
Other stablemen or grooms	8 6 0	8 14 0	8 2 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 of loaded motor vehicles, except tractors, drawing a loaded trailer; Drivers, who, during the day, are engaged in carting blood manure or offensive offal	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
From 1st November to 30th April	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. 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	8 0 0	8 6 6	8 0 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity	8 4 0	8 10 6	8 4 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	8 7 0	8 13 6	8 7 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 15 0	8 1 6	7 15 0
(ii) two horses	8 0 0	8 6 6	8 0 0
(iii) three horses	8 3 0	8 9 6	8 3 0
(iv) four horses	8 5 0	8 11 6	8 5 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.

	Weekly Wage.
	£ s. d.
1st year's experience	3 18 0
2nd year's experience	4 14 0
3rd year's experience	5 8 0
4th year's experience	7 4 0
5th year's	Minimum Wage

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Improvers.

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.

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.
	£ s. d.
Under 18 years	5 5 0
18 years and under 19 years	6 4 6
19 years and under 20 years	6 16 6
20 years	Minimum Wage

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.

No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers 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.
Five-year Term—				
First year	1 19 6	2 0	1 0	2 2 6
Second year	2 13 0	2 0	1 6	2 16 6
Third year	3 17 6	4 0	2 0	4 3 6
Fourth year	4 19 6	5 0	2 6	5 7 0
Fifth year	6 10 0	5 6	3 0	6 18 6
Four-year Term				
First year	2 6 6	2 0	1 0	2 9 6
Second year	3 5 6	3 0	1 6	3 10 0
Third year	4 19 6	5 0	2 6	5 7 0
Fourth year	6 10 0	5 6	3 0	6 18 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 6 6	2 0	1 0	2 9 6
Second year	3 0 0	2 6	1 0	3 3 6
Third year	4 1 0	4 0	2 0	4 7 0
Fourth year	5 10 6	4 6	2 6	5 17 6
Fifth year	6 12 0	6 0	3 0	7 1 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.

PROVISIONS APPLICABLE TO PERSONS (OTHER THAN MEAT LUMPERS AND CARTERS AND DRIVERS) EMPLOYED IN ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.

Week's Work for Slaughtermen.

3. The maximum amount of work to be done by slaughtermen in any week shall be—

Sheep and/or Lambs.			Beef.
During July, August, September and October.		Other Months.	
Woolly Sheep.	Other Sheep and/or Lambs (including Ram Lambs).	Sheep and/or Lambs (including Ram Lambs).	Carcasses.
295 with a maximum of 64 per day on Monday to Friday inclusive and 22 on Saturday	315 with a maximum of 68 per day on Monday to Friday inclusive and 24 on Saturday	315 with a maximum of 68 per day on Monday to Friday inclusive and 24 on Saturday	49 with a maximum of 11 per day on Monday to Friday inclusive and 4 on Saturday Provided that the daily quota of beef carcasses where men work in a team shall be ascertained by dividing the number of carcasses slaughtered by the number of men in the team

Where on any day a slaughterman is engaged in mixed killing, he shall not exceed the equivalent of eleven beef carcasses on the basis that one beef carcass equals six woolly sheep or six and one third other sheep and/or lambs (including ram lambs).

Each beast slaughtered for kosher purposes shall count for the purposes of the tally as one and a third.

A slaughterman's work shall consist of sticking down, taking out neck sweetbreads (if any), taking off the skin, taking out offal, wiping up the carcass, and hanging, all in a workmanlike manner.

Time taken off for collecting pay shall not affect the day's tally.

Hours.

4. The number of hours to constitute an ordinary week's work shall be 40.

The hours of work on any day shall be continuous except for a meal interval of one hour which shall be allowed between the hours of 12 noon and 1.30 p.m. on Monday to Friday inclusive.

Terms of Engagement.

5. All employees (other than casuals) shall be paid the full weekly wage fixed herein irrespective of the hours worked not exceeding the weekly hours fixed.

Employee's Week.

6. When any employee is engaged for a week's work, each week shall commence from the day on which he is engaged.

Times of Beginning and Ending Work.

7

	Time of beginning.	Time of ending.
Slaughtermen—	7.30 a.m.	4.40 p.m., Monday to Friday inclusive.
	7.30 a.m.	10.40 a.m., Saturday.
All other persons—	7.30 a.m.	5 p.m., Monday to Friday inclusive.
	7.30 a.m.	11 a.m., Saturday.

Overtime.

8. The following rate shall be paid for overtime :—

Within the hours fixed as the times of beginning and ending work in excess of the number of hours fixed for a week's work	Time and a half.
Outside the hours fixed as the times of beginning and ending work	

TEA MONEY.

9. Any employee required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that he would be required so to work shall be paid the amount of two shillings in addition to any overtime payment to which he may be entitled.

CASUAL LABOUR.

10. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid the following rates :—

Slaughtermen .. .. .. 32s. 11d. per day (Monday to Friday inclusive) and 16s. 7d. on Saturday.
Labourers .. .. .. 23s. 3d. per day.

PAYMENT FOR HOLIDAYS.

11. Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay :—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day.

SPECIAL RATE FOR SUNDAY AND HOLIDAYS.

12. Double time shall be the special rate payable for all work done on Sunday and the holidays mentioned in clause 11, but if any other day be by Act of Parliament or Proclamation substituted for any of such holidays, the special rate shall be payable only for work done on the day so substituted.

NOTICE TO WORK ON HOLIDAYS.

13. Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee who is required to work on a holiday prescribed in this Determination.

SICK LEAVE.

14. (*a*) 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 six days in each year or a proportionate less time during any shorter period of employment.

(*b*) If the full period of sick leave as prescribed in sub-clause (*a*) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purposes of this sub-clause year shall be deemed to commence on 10th June, 1943.

ANNUAL HOLIDAYS.

15. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946 No. 5111 and any amendments which may be made thereto from time to time.

SMOKO INTERVAL.

16. All employees shall be allowed twenty minutes smoko each forenoon and afternoon without deduction of pay.

PAYMENT OF WAGES.

17. Wages shall be paid not later than Friday in each week, and must be paid during working hours.

TERMINATION OF EMPLOYMENT.

18. Except in a case where an employee is inefficient or has been guilty of a misdemeanour seven days' notice of termination of employment shall be given by either employer or employee.

Provided that this clause shall not apply to tacklemen, slaughtermen, or labourers.

STOP WORK MEETINGS.

19. No stop work meetings shall be held by employees during working hours. If, in contravention of this clause, a stop work meeting should be held, the pay for the time lost may be deducted.

TIME BOOK FOR SLAUGHTERMEN.

20. Every slaughterman shall indelibly record daily his correct time of beginning and ending work, also the daily tally of work performed by him in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australasian Meat Industry Employees Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

TREATMENT OF INJURED STOCK.

21. (*a*) The employer shall have power to call on slaughtermen during the following periods to kill stock that require immediate treatment, viz. :—During smoko intervals, between 12 and 1 p.m., and after 5 p.m. on week days, and after 11 a.m. on Saturdays. Stock killed during such periods are to be considered extra to the day's tally, and shall be paid for at one and a half times the ordinary rates.

(*b*) Where a watchman is employed, he shall be able during his period of watch, but not during the hours when slaughtering operations are being carried on, to kill and dress any injured or crippled sheep or lambs that may require attention.

HANDLING OF CONDEMNED CARCASSES.

22. The employer shall provide ample quantities of hot water, soap and disinfectant (such as cyllin, ixol, &c.) for the use of employees required to handle carcasses of animals condemned by meat inspectors as unfit for human consumption because of disease.

GRINDSTONE.

23. An employer shall provide grindstones in the proportion of one grindstone to every 20 slaughtermen employed by him.

WATERPROOF CLOTHING.

24. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged scalding and picking tripe. Canvas aprons shall be provided to head boners and employees treating offal. Such boots and aprons shall remain the property of the employer.

KNIVES TO BE SUPPLIED.

25. Knives which shall remain the property of the employer shall be supplied under the following conditions to labourers when necessary for the performance of their duties :—

(i) They shall be returned to the employer on termination of the employment or at the end of the season.

(ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

PROVISIONS APPLICABLE TO MEAT LUMPERS EMPLOYED WITHIN THE METROPOLITAN DISTRICT.

HOURS.

26. (*a*) The market trading hours at the Meat Market are as follows :—

Monday	5 a.m. to 1 p.m.
Tuesday	5 a.m. to 1 p.m.
Wednesday	5 a.m. to 12 noon.
Thursday	5 a.m. to 1 p.m.
Friday	4.30 a.m. to 4 p.m.
Saturday	6 a.m. to 10 a.m.

(*b*) When an employee is available for work during the meat trading hours, such hours shall be accounted as hours worked by him.

All work done in excess of nine hours on Monday to Thursday inclusive, and in excess of nine and a half hours on Friday, and in excess of four hours on Saturday, and in excess of 40 hours in any one week, shall be paid for at overtime rates, provided that a meat lumper who starts work at or after 8 a.m. and is employed during the afternoon shall not come under the provisions of the first and second paragraphs of this clause, and he shall be paid at overtime rates for all work done in excess of nine hours on Monday to Friday inclusive or in excess of four hours on Saturday or in excess of 40 hours in any one week.

(*c*) One hour shall be allowed each day for a meal between 8 a.m. and 10 a.m., and on Friday one hour also between noon and 2 p.m., but for the meat lumper who commences work at 8 a.m. the hour shall be between 12 noon and 2 p.m.

(*d*) Hours of duty shall be continuous except for meals.

(*e*) No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

CASUAL EMPLOYEE.

27. A casual employee is one who is employed from day to day and shall be paid at ordinary rates plus 10 per cent.

WEEKLY ENGAGEMENT.

28. Except in the case of casual employees all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

Employment shall be terminated only by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

SICK LEAVE.

29. (*a*) 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 six days in each year or a proportionate less time during any shorter period of employment.

(*b*) If the full period of sick leave as prescribed in sub-clause (*a*) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purposes of this sub-clause year shall be deemed to commence on 10th June, 1943.

OVERTIME.

30. (*a*) If required for duty on any holiday, half-holiday, Saturday afternoon or Sunday, all employees shall be entitled to pay at double the ordinary rate per day.

(*b*) If required for duty on other days beyond the hours per day prescribed, all employees shall be entitled to pay at the rate of time and a half.

(*c*) Where overtime has been earned by an employee for working after the number of hours prescribed as a day's work, such overtime shall be paid to him in addition to his weekly wage, but the hours on which overtime has been earned shall not be counted in computing the working hours of the week.

ANNUAL HOLIDAYS.

31. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946 No. 5111 and any amendments which may be made thereto from time to time.

PAYMENT FOR HOLIDAYS.

32. Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay :—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day.

SMOKO.

33. Employees shall be given two smokos of ten minutes' duration on each day Monday to Friday and one of ten minutes duration on Saturday at times fixed by the employer.

PAY DAY.

34. Wages shall be paid not later than Friday in each week in the employer's time.

GENERAL CONDITIONS OF EMPLOYMENT.

35. All employers shall keep a time and wages book in which shall be entered the names of all employees, the hours worked and the wages received. Such book shall be opened for inspection during reasonable hours by the Secretary of the Australasian Meat Industry Employees Union.

PROVISIONS APPLICABLE TO CARTERS AND DRIVERS EMPLOYED IN CONNEXION WITH ABATTOIRS AND MEAT MARKETS IN ALL AREAS TO WHICH THIS DETERMINATION APPLIES.

Hours of Work.

36. The hours of duty of employees shall not (without payment for overtime) exceed 40 hours per week, and the daily hours shall not (without payment for overtime) exceed 9 hours 40 minutes on Monday to Friday, and 6 hours on Saturday.

Except as provided by Clause 2 (A) and except in the case of stablemen and grooms, such daily hours shall be worked between 7 a.m. and 6 p.m. on Monday to Friday, and 7 a.m. and 1 p.m. on Saturday.

The hours of duty on any day shall be continuous except for meal intervals.

No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

Overtime.

37. All time worked in excess of 9 hours 40 minutes on Monday to Friday, and in excess of 6 hours on Saturday, or in excess of 40 hours per week, shall be paid for at the rate of time and a half.

Weekly Engagement.

38. Except in the case of casual employees, all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours specified.

Any weekly employee not attending for duty shall lose his pay for the actual time of such non-attendance, unless he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence.

Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than six days in each year.

Employment shall be terminated only by a week's notice on either side such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

Casual Employees.

39. Casual employees (*i.e.*, persons employed during any week for not more than one-half the maximum number of hours fixed as a week's work) shall be paid one-sixth of the weekly wage for the class of work they perform, plus 2s. for each day or part of a day on which they are employed.

Where a casual employee is required to perform more than one kind of function on any one day, he shall be paid for the whole day at the highest rate prescribed for any of the functions.

Holidays.

40. Employees, other than casuals, shall be entitled to the following holidays without deduction of pay :—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, and Butchers' Picnic Day.

Provided that within the Metropolitan District, Melbourne Cup Day shall be observed as a holiday in lieu of King's Birthday.

Sunday and Holiday Rates.

41. (*a*) Except as hereinafter provided, all time of duty on Sunday and Public Holidays herein prescribed shall be paid for at the rate of double time, that is two days' pay on Sunday, and one day's pay on public holidays in addition to the weekly wage.

(*b*) Stablemen and grooms, part of whose duties are to feed and attend to horses every day, shall not be entitled to any extra pay for working on Sunday if they are allowed one clear day's rest in seven. If they work on seven days in one week they shall be entitled to Sunday rates for work done on Sunday.

Stablemen and grooms shall not be entitled to any extra pay for work done on public holidays if engaged in the performance of their ordinary duties.

Stablemen and grooms who are required to work continuously seven days in the week shall be allowed one week's holiday on full pay at the expiration of each twelve months' service.

(*c*) Drivers who are required to be on duty on Sunday to feed and attend to horses where the employer does not employ any stablemen, shall be paid for such Sunday work at the ordinary rate paid for the other six days of the week.

Minimum of Work on a Sunday or a Holiday.

42. Any employee required to work on a Sunday or a holiday as prescribed in clause 41 shall be entitled to four hours' pay at double rates provided that he is available for work during such four hours.

Notice to Work on Holidays.

43. Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee required to work on a public holiday prescribed in this Determination.

Mixed Functions.

44. Where an employee performs on any day functions of a mixed character, he shall be paid for that day at the rate applicable to the function for which the highest rate is payable.

Payment of Wages.

45. Wages shall be paid not later than Friday in each week in the employer's time.

PROVISIONS APPLICABLE TO ALL OTHER PERSONS.

Casual Employees.

46. (*a*) A casual employee, that is, an employee who is not employed for a full week, shall be paid one-fortieth of the weekly wage prescribed in this Determination for the class of work he performs, plus 15 per cent. of such daily rate for each day or part of a day on which he is employed. For time worked in excess of 8 hours on any one day, time and a half rates shall be paid.

(*b*) Where a casual employee is required to perform more than one class of work on any one day, he shall be paid for the whole of that day at the highest wage prescribed in this Determination for any of the work which he performs.

(*c*) In addition to the rate payable under sub-clause (*a*) hereof casual employees shall be paid all fares above 4d. per day reasonably and necessarily incurred.

SPECIAL RATES AND ALLOWANCES.

47. Where an employee is temporarily transferred during working hours from one shop or factory to another the employer shall pay such employee all costs of transit and travelling time.

LIMITATION OF FEMALE LABOUR IN RETAIL BUTCHERS SHOPS.

48. Except as provided in this clause no female shall be engaged to work or be employed in a retail butcher's shop: Provided that an employer may engage one or more females to act as a cashier or cashiers and to perform general clerical work in any shop the number so engaged not to exceed that necessarily required to perform such work in such shop: Provided further that a female having been so engaged may perform the following work in addition to her duties as cashier or clerk:—

(a) wrap meat or small goods in either paper or cartons;

(b) divide sausages, frankfurts or other small goods and for this purpose may use a knife for cutting purposes;

(c) sell goods already prepared but not fresh uncooked meat; and

(d) sell fresh uncooked meat at any time in which all male employees in such shop are necessarily absent therefrom because of the lunch period or other good reason and only during any such time but not otherwise may use a knife for the purpose of cutting fresh uncooked meat.

HOURS.

49. (a) In retail butchers' shops and smallgoods factories and in abattoirs outside the metropolitan area of Melbourne the ordinary working hours shall not exceed in number 40 per week.

(b) The hours shall be worked on five days of the week, Monday to Friday inclusive, during the months of April, May, June, July, and August, in each year and in five and a half days, Monday to Saturday inclusive, during the months of September, October, November, December, January, February and March in each year.

(c) No time worked on a Sunday shall be reckoned as part of such ordinary hours.

(d) (i) Each daily period of work comprised in such ordinary working hours shall be unbroken except by prescribed meal intervals.

Provided that where an employer satisfies the Wages Board that he had prior to the 12th day of May, 1942, fixed the ordinary starting time at 7 a.m. and that it was the practice for his employees to have a break of one hour for breakfast commencing before 10 a.m. without pay and such practice was either expressly or by implication agreed to by the employees, the Board shall grant a certificate setting forth the practice of such employer who may thereupon, provided that such starting time is not altered to later than 7 a.m., break the ordinary working hours for such employee for one hour in accordance with such practice as so certified but not otherwise.

(ii) No such daily period of work shall exceed in duration nine hours exclusive of prescribed meal intervals.

(iii) Such daily periods of work shall be so arranged that on at least one day in each week in the month of September, October, November, December, January, February and March, of each year, the employees concerned shall finish their ordinary hours of work not later than 11 a.m.

(e) No time worked before 6.30 a.m. or after 5.30 p.m. on Mondays to Fridays inclusive or before 6.30 a.m. or after 11 a.m. on Saturdays in retail butchers' shops or before 6 a.m. or after 8 p.m. in smallgoods factories, and in country slaughterhouses shall be reckoned as part of such ordinary hours.

(f) (i) Subject to compliance with the foregoing provisions and with those hereinafter contained the employer shall for any of his employees fix each day's starting and finishing times of ordinary hours of work (inclusive of special starting and finishing times for any day next preceding a public holiday) observed by him for the employee concerned.

(ii) The employer shall state such times in advance in a notice which shall be permanently posted in his establishment so as to be at all times accessible and visible to the employee concerned.

(iii) The employer may from time to time substitute other starting and finishing times if, not less than a week in advance of the substituted times, he states such times in a notice posted so as to be visible at all times to the employees concerned together with the next previous notice concerning such times.

(iv) Every fixation of starting and finishing times shall be made in respect of a period which shall not be less than a week in length.

MEAL INTERVALS.

50. (a) Each employee shall be granted a meal interval of one hour for lunch on a full working day between noon and 2 p.m.

(b) Except in the case of emergency the time for meal intervals shall not be altered except on 24 hours' notice to the employees concerned.

(c) Employees called upon to start work on any day other than Saturday or the half holiday observed in lieu thereof before 7 a.m. shall be allowed one hour for breakfast to commence before 10 a.m.

(d) Employees called upon to start work before 7 a.m. on a Saturday or the half holiday observed in lieu thereof shall be allowed one half-hour for crib time before 9 a.m. such time to be counted as working time.

(e) Any employee called upon to work during a meal interval shall be paid at overtime rates for the period so employed and such overtime rates shall continue until a meal break is allowed.

(f) No employee shall be called upon to work for more than 5 hours without a break for a meal.

(g) Meal intervals where allowed shall not except as otherwise prescribed be counted as part of the daily or weekly hours worked.

OVERTIME.

51. (a) All time worked outside the ordinary working hours on any one day shall be deemed to be overtime and shall be paid for at time and a half.

(b) Any employee who is notified that he will be called upon to work overtime and is not so worked shall be paid the meal money above prescribed.

(c) Any time worked between 8 p.m. on Friday and 4 a.m. on Saturday shall be paid for at double time.

(d) All time worked after a quarter of an hour beyond the closing time as fixed on Saturday or the day observed in lieu of Saturday (except attention to horses and livestock) shall be paid for at double rate with a minimum of 15 minutes.

No employee shall be called upon to work overtime in retail butchers' shops after 6 p.m. or after 7 p.m. elsewhere on Mondays to Fridays inclusive without a break of one hour and payment of 2s. 6d. meal money.

(e) An apprentice under the age of 19 years shall not be called upon to work overtime for more than four hours in any one week.

(f) Apprentices over 19 years of age, but under 21 years, shall not be called upon to work more than six hours overtime in any one week.

Public Holidays.

52. (*a*) The following days or the days observed in lieu thereof, except for the unavoidable delivery of smallgoods shall be holidays and shall be paid for as though worked :—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labor Day, Picnic Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day and any other days which may be proclaimed as holidays.

(*b*) For work done in the delivery of smallgoods on these days, time and a half rates shall be paid up to 9.30 a.m. and on Good Friday up to 11.30 a.m.

(*c*) On any such holidays, except Christmas Day, Anzac Day and Union Picnic Day, employees, if required, shall work for not more than two hours and on Good Friday for not more than four hours at time and a half rates. On Christmas Day, Anzac Day and Union Picnic Day, employees may be required to work on essential work only. This sub-clause shall not override the provisions of any Act of Parliament or Regulation dealing with the observance of Anzac Day, and in case of inconsistency between this sub-clause and such provisions the latter shall prevail.

(*d*) Any employee absent without leave on the working day before or the working day after any holiday shall be liable to forfeit wages for the holiday as well as for the day of absence except where an employer is satisfied that the employee's absence was due to illness or other reasonable cause in which case wages shall not be forfeited. In the event of any dispute arising out of this sub-clause, the dispute shall be referred to the Wages Board.

(*e*) If an employee is dismissed within 14 days before any of the holidays abovementioned and is re-engaged within 14 days after any of the holidays abovementioned he shall be deemed to have been dismissed for the purpose of evading payment for such holidays and any payment so evaded shall be due and payable to the employee.

(*f*) For any work done on holidays except as provided in the preceding sub-clauses of this clause double time shall be paid.

(*g*) Time and a half and double time shall mean time and a half or double time respectively in addition to the ordinary weekly rate for the time so worked.

Annual Holiday.

53. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

Sundays.

54. (*a*) All work except attention to horses and other live stock performed on Sundays shall be paid for at double rates with a minimum payment as for four hours.

(*b*) Employees called upon to attend to horses and other live stock on Sundays shall be paid at time and a half rates with a minimum payment as for two hours.

Payment of Wages.

55. (*a*) Wages shall be paid in cash in the employer's time between the hours of noon and 5 p.m. on the usual pay day of the employer (which shall not be later than Thursday in each week).

(*b*) When an employee is dismissed or his employment terminated he shall be paid all monies due to him within two hours of ceasing work.

(*c*) On each pay day each employee shall receive wages in an envelope or accompanied by a docket showing the total amount of ordinary wages and overtime and all deduction therefrom.

(*d*) An employer shall not keep more than two days' pay in hand.

(*e*) Wages due to casual employees shall be paid immediately on the termination of work on each day on which he is engaged.

Time Books.

56. (*a*) Each employer at each place at which he carries on business under this Determination shall provide a time book or time sheet in which each day's starting and finishing times, and the times allowed for meals, and each day's hours of work of each employee shall be entered (including overtime, if any), and the wages received each week: such entries shall, at least once a week, be vouched for by the signature of the employer or his representative or manager.

(*b*) The time book or time sheet shall conform to the following specimen.

Attendance, Time and Wages Book.

Date.	Employee's Name.	Starting Time.	Finishing Time.	Time allowed for Meals.	Ordinary Hours Worked.	Overtime Hours Worked.	Time Worked during Meal Hours.	Payment Ordinary Time. R.....	Payment Overtime. R.....	Tea Money, etc.	Payments. £ s. d.
			Weekly Totals ..		..	..	..	..	..	..	

I, the above named employee, a * member / * non-member of the Australasian Meat Industry Employees' Union, employed as a hereby certify that this is a true record of the time worked and the amounts paid to me for week ending 19 .

*The employee must strike out the words not required and initial same.

Less Wages Tax (if any) .. ..

(Employee's Signature)

Total payment .. .. .. £

Tax Stamps, &c.

Vouched for as correct by the employer.

(Signature)

(c) The time book or time sheet shall, on demand, be produced by the employer for inspection at the place where it is kept at any time between 10 a.m. and 4 p.m. Monday to Thursday inclusive and between 10 a.m. and 1 p.m. on Friday to an official of the Australasian Meat Industry Employees' Union who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Union; or to an official of the Meat and Allied Trades' Federation of Australia who has been authorized, in writing, to inspect the same by the General Secretary of a State Branch of the said Federation.

(d) An inspection shall not be demanded unless the Secretary of the Union or Federation or the District Secretary or Organizer of any division of the Union or Federation suspects that a breach of this Determination is being or has been committed.

(e) Only one demand for such inspection shall be made in any one fortnight at the same establishment and no inspection shall be demanded on a Saturday.

"Provided that one further demand may be made within a fortnight of a previous demand if the secretary, district secretary or organizer certifies in writing that the reason for such further demand is that he suspects that a breach of this Determination is being or has been committed and that such certificate is produced to and a copy thereof handed to the employer or his responsible officer at the time of demanding said further inspection."

(f) The official making an inspection shall be entitled to take a copy of entries in the time book or time sheet relating to the suspected breach of this Determination.

(g) Time books shall be kept for at least 12 months after they have been completed.

Right of Entry.

57. A duly accredited representative of the Australasian Meat Industry Employees' Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions :—

(a) That he produces his authority to the manager or such other person as may be appointed by the employer;

(b) That he interviews employees only at the place where they are taking their meal;

(c) That not more than one representative visit the premises at any one time;

(d) That not more than one representative visits the same premises more than once in a week; and

(e) That if any employer alleges that a representative is unduly interfering with his business 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 to the Wages Board.

Contract of Employment.

58. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week. Except as may hereinafter be provided an employee, to become entitled to payment on a weekly basis, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected.

(b) Employment other than casual shall be terminated only by a week's notice on either side, and such notice may be given at any time during the week. In lieu of such 40 working hours' notice, the employer may pay 40 hours' wages and vice versa, the employee leaving his or her employment without notice shall forfeit 40 hours' wages which may be deducted from any wages (other than wages for pro rata annual leave or annual leave accrued due but not taken) due. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day on which an employee cannot be usefully employed, because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

Sick Leave.

59. (a) An employee other than a casual employee who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations :—

(i) he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(iA) he shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and as far as practicable state the nature of the injury or illness and the estimated duration of the absence.

(ii) he shall prove to the satisfaction of his employer (or in the event of dispute, of the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iii) he shall not be entitled in any one year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iii) of this sub-clause an employer may within one month of this Determination coming into operation or within two weeks of the employee entering his employment require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year, and upon such statement the employer shall be entitled to rely and act.

(b) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance, such cost not to exceed 10s. 6d., unless an ambulance is used when the maximum rate shall be the rate charged.

(c) An employer may by agreement with any employee grant such employee a clear week's holiday on full pay in lieu of payment for absence through sickness or, if such additional week's holiday cannot be granted, give one week's pay in lieu thereof.

(d) For the purpose of this clause "year" shall commence on the 1st day of July.

(e) Sick leave if not taken during any year may accumulate so as to provide for sick leave up to 2 weeks after a period of two years and may then be taken at any time during his future employment under the conditions set out in sub-clause (a) (i), (ii) and (iii) above.

Mixed Functions.

60. Where an employee performs on any day functions of a mixed character, he shall be paid for that day the wage rate applicable to the function for which the highest rate is payable.

Leave to Attend Union Business.

61. Leave of absence from work to attend any Union business shall be allowed by the employer to any employee member of the Union named by such Union, provided fair and reasonable notice is given to the employer.

Provided that such leave shall be restricted to one employee at a time in the employment of any one employer and such employee shall not be entitled to payment for the time he is so absent from the employer.

Protective Clothing, &c.

62. (*a*) Each employer shall provide protective clothing, including waterproof aprons or boots to employees working under dirty, greasy or wet conditions.

(*b*) Employees on objectionable work shall be supplied with antiseptic soap.

Accommodation.

63. Each employer shall supply :—

(i) Boiling water in sufficient quantities to make an adequate supply of tea for each employee immediately each meal time or rest period commences ;

(ii) Wash hand basins each with an adequate supply of running water ;

(iii) In smallgoods factories where females are employed under the terms of the Determination separate lavatory, dining and change rooms shall be provided.

(iv) Where it is possible for female employees to sit at their work chairs shall be provided by the employer. Such chairs shall be reasonably comfortable and have backs to them.

First Aid Outfit.

64. (*a*) Every shop, slaughterhouse, abattoirs, or factory shall have a first aid chest upon the premises.

(*b*) Employers shall supply when required reasonable transport to any injured employee without cost to the employee.

Miscellaneous Provisions.

65. (*a*) Nothing in this Determination shall relieve any employer of his obligation to comply with all relevant requirements of State Acts and Regulations relating to the guarding of machinery and the installation of dust extracting applicances and other Acts relating to industrial hygiene.

(*b*) In all cases where an employee's clothing, lunch bags or receptacles used for lunches are damaged by fire, or through the use of any corrosive material, compensation shall be granted by the employer.

(*c*) In cases where an employer requires an employee to wear any special uniform, coat dress or clothing the employer shall provide such uniform, dress, clothing or hats.

Notice Boards and Posting Determination.

66. (*a*) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings or other business of the Union. Such notice boards shall be in a prominent position. All such notices shall be signed by the Branch or District Secretary or Organizer of the Union.

(*b*) A copy of this Determination shall be posted within 28 days of the printing thereof and kept continuously posted in a prominent and accessible place to all employees in each department of the shop, slaughterhouse, abattoirs and factory.

Delivery of Meat.

67. (*a*) Deliveries of meat to places other than hospitals, cream or milk waggons, boats, trains, country service cars, bulk meat into shops, hotels, cafes and restaurants shall not be made outside the opening and closing hours of retail shops as the case may be.

(*b*) An apprentice or juvenile worker shall not be employed on the delivery of meat to householders until he has had three years' experience in the trade.

Periodical Adjustment of Wages.

68. (i) The wages rates set out in clause 2 (A) are based on the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 69.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Industry Loading (Constant).	Total Wage.	Index Number Assigned.
	£ s. d.	s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne ..	6 2 0	6 0	6 0	6 14 0	Melbourne
Within 10 miles of G.P.O., Geelong and at Warrnambool—same as contemporaneous basic wage for Melbourne.					
Yallourn—The same amount in excess of Melbourne as at present, viz. :—6s. 6d. per week.					
Elsewhere—(except in Division D which shall be adjusted on the contemporaneous basic wage for Melbourne)	6 2 0	6 0	6 0	6 14 0	Five Towns Victoria

(ii) The wages rates of apprentices and improvers in clause 2 (B) shall be adjusted at the same time and proportionately to adjustment of the basic wage prescribed for Melbourne, such adjustments to be to the nearest 6d, half or less than half of 6d. to be disregarded.

(iii) The wages rates of apprentices and improvers in clause 2 (C)] shall be adjusted (to the nearest 6d., half or less than half of 6d. to be disregarded) at the same time and proportionately to the wages of adults, but in respect of these employees the adjustment shall be on the six Capital Cities figures, the original basic wage being 104s., and such adjustments shall be on the following rates :—

Apprentices.

—	Rate.	Loading (constant).	War Loading.	Total.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
Five-Year Term :—				
First year	1 13 6	2 0	1 0	1 16 6
Second year	2 5 0	2 0	1 6	2 8 6
Third year	3 6 0	4 0	2 0	3 12 0
Fourth year	4 5 0	5 0	2 6	4 12 6
Fifth year	5 12 0	5 6	3 0	6 0 6
Four-Year Term :—				
First year	1 19 6	2 0	1 0	2 2 6
Second year	2 16 0	3 0	1 6	3 0 6
Third year	4 5 0	5 0	2 6	4 12 6
Fourth year	5 12 0	5 6	3 0	6 0 6

Improvers.

—	Rate.	Loading (constant).	War Loading.	Total.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
First year	1 19 6	2 0	1 0	2 2 6
Second year	2 11 0	2 6	1 0	2 14 6
Third year	3 9 0	4 0	2 0	3 15 0
Fourth year	4 14 0	4 6	2 6	5 1 0
Fifth year	5 14 0	6 0	3 0	6 3 0

ADJUSTMENT OF BASIC WAGE.

69. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(*b*) Until the beginning of the first pay period to commence in November, 1949, the amounts of the Basic Wage shall be as prescribed in clause 68.

(*c*) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amounts of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

MARGINS.

70. In addition to the basic wage and loadings prescribed in clause 68 the following marginal rates shall be paid to adult male employees under divisions B., C., and E., of this Determination :—

—	Margin Per Week.
Division B.—Retail Shops.	£ 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	2 6 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	2 6 6
Whilst employed on other work the margin prescribed for such work	
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	2 11 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	2 5 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	1 19 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	1 16 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	1 18 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	1 3 0
All others	1 1 0

MARGINS.—*continued.*

—	Margin Per Week. £ s. d.
Division C.—Small Goods Section.	
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	2 6 6
Employees who do slaughtering for 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	2 6 6
Whilst employed on other work—The margin prescribed for such work.	
Men employed principally on mixing machines and/or responsible for making of sma goods	2 4 0
Fillermen	1 14 6
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	1 18 6
Packing-room hands	1 8 6
Linkers and table hands	1 7 6
All others	1 1 0
Division E.—Carters and Drivers (Not Elsewhere Included).	
Drivers of Motor Vehicles—	
(i) Not exceeding 25 cwt. capacity	1 6 0
(ii) Exceeding 25 cwt. capacity, but not exceeding 3 tons capacity	1 10 0
(iii) Exceeding 3 tons capacity, but under 6 tons capacity	1 13 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	
Horse Drivers—	
(i) One horse	1 1 0
(ii) Two horses	1 6 0
(iii) Three horses	1 9 0
(iv) Four horses	1 11 0

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 17th August, 1949.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

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No. 886] **MONDAY, OCTOBER 31.** **[1949**

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 now has 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;

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

(1) pulping of eggs;

(2) pulping and drying of eggs in the manufacture of egg powder;"

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 8th August, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

—	Males. Per Week.	Females. Per Week.
	s. d.	s. d.
Under 16 years	93 6	70 0
16 years and under 17 years	102 9	77 3
17 ,, ,, 18 ,, ...	116 9	87 9
18 ,, ,, 19 ,, ...	131 0	98 3
19 ,, ,, 20 ,, ...	145 0	108 9
20 ,, ,, 21 ,, ...	168 3	126 3

No. 886.—9065/49.—PRICE 6D.

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 187s. 0d. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 140s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 187s. 0d. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 140s. 3d. per week of 40 hours.

EGG PULPING OR DRYING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 187s. 0d. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 140s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 187s. 0d. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 140s. 3d. per week of 40 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 188s. 0d. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 140s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 188s. 0d. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 140s. 3d. per week of 40 hours.

OTHER EMPLOYEES.

(*a*) MEAT PRESERVING SECTION.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Leading hand, i.e., a person in charge of a department or shift	189 0	4 0	193 0
Assistant preserver	189 0	4 0	193 0
Leading hand extract maker ..	193 0	4 0	197 0
Smoke kiln attendant whilst employed solely as such ..	193 0	4 0	197 0
Sausage smoke room attendant	188 0	4 0	192 0
Retort Hand, i.e., a person who loads and unloads retorts ..	189 0	4 0	193 0
Scalder or braiser	187 0	4 0	191 0
Doughmaker	187 0	4 0	191 0
Cappers, clinchers, and/or vacuum operators whilst employed solely as such ..	187 0	4 0	191 0
Lacquer hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	187 0	4 0	191 0
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	187 0	4 0	191 0
Females engaged—			
Taking away from automatic stuffing machine ..	164 0	2 0	166 0
Running sausage skins for canning purposes ..	140 0	2 0	142 0
Stamping, or branding ..			
Labelling, keying, wiping tins, and carrying off from filling table			
Weighing filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds ..	..	..	140 3
Preparing for, placing in, taking away from machines and placing in trays ..			
Cutting Sausages			
All others	183 0	4 0	187 0

(*b*) EGG PULPING OR DRYING SECTION.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Spray operator	187 0	4 0	191 0
Filter (Chalaza)	186 0	4 0	190 0
Pump operator	184 0	4 0	188 0
Furnaceman	184 0	4 0	188 0
Solderer and/or sealer	183 0	4 0	187 0
(For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)			
Storeman packer	183 0	4 0	187 0
All others	183 0	4 0	187 0
No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause.			
Adult females engaged—	s. d.	s. d.	s. d.
as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers	..	..	140 3
No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause.			

(*c*) ALL OTHER SECTIONS.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Leading Hand, i.e., a person in charge of a Department or shift	190 0	4 0	194 0
Mixer	191 0	4 0	195 0
Potman	191 0	4 0	195 0
Females engaged—			
Patting, wrapping, stamping, or branding			
Labelling, wiping tins, and carrying off from filling tables			
Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds	..	..	140 3
Taking away from automatic machines			
Wrapping premier jus for oleo presses			
All others	184 0	4 0	188 0

SHIFT WORKERS.

3. Shift workers shall not commence work before 1 p.m. on any day from Monday to Friday. They shall be paid at the ordinary rate for the class of work performed for all work done up to the time of ending work as fixed in clause 6 for certain other employees. For any balance up to 8 hours on days Monday to Friday time and a quarter shall be paid.

PRO RATA PAYMENT OF WAGES.

4. An employee other than a "Temporary Worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rates calculated pro rata according to the number of hours worked.

ORDINARY WEEK'S WORK.

5. The number of hours which shall constitute a week's work shall be 40, which may be worked in periods not exceeding 8 hours on each day from Monday to Friday.

TIMES OF BEGINNING AND ENDING WORK.

6. The times of beginning and ending work each day for persons (other than potman or potman's assistant and shift workers) shall be as follows :—

	Time of Beginning.	Time of Ending.
Mondays to Fridays	.. 7.30 a.m.	.. 4.45 p.m.

OVERTIME

7. The following overtime rates shall be paid for overtime—

(a) Potman or potman's assistant (not being a shift worker)	For work done in excess of 40 hours in any week	Time and a half
(b) Other (not being shift workers) ..	(1) Outside the hours fixed in clause 6 .. .. (Except after 12 noon on Saturday, when the rate shall be double time.)	Time and a half
	(2) Within the hours fixed in clause 6 in excess of the hours fixed in clause 5	Time and a half
(c) Shift workers	(a) For work done in excess of 8 hours on any day from Monday to Friday and on Saturday before noon	Time and a half
	(b) After 12 noon on Saturday	Double time

MINIMUM OF OVERTIME.

8. Employees called upon to work after meal time as provided in clause 9 after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

MEAL HOURS.

General Conditions.

9. (i) Employees working at night shall not work continuously for more than four hours without an interval of one hour for a meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight.

(ii) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

Shift Workers Only.

(iii) Subject to sub-clauses (iv) and (v) hereof shift workers shall only be entitled to one meal hour per shift to be taken not earlier than four hours or later than five hours after commencing work. Provided that once the meal hour has been fixed it can only be altered by mutual agreement between the employer and employee concerned.

(iv) Shift workers may, provided there is a mutual agreement between the employer and the employee, work the shift continuously with a crib time break of twenty minutes which shall count as time worked.

(v) If a shift worker is required to work overtime he shall be entitled to a further meal at the end of the shift and before commencing such overtime.

Employees other than Shift Workers.

Breakfast.—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.30 a.m.

Dinner.—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.

Tea.—A period of one hour between 4.30 p.m. and 5.30 p.m. (when work is to continue after 5.30 p.m.) shall be allowed for tea.

SUNDAYS AND HOLIDAYS.

10. (a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Union Picnic Day, and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Time and a half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.

(b) Employees called upon to work on Sundays or holidays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(c) Employees not called upon to work on a holiday shall be paid for such holiday at ordinary rates. Temporary workers and workers engaged on a date following a holiday are exempted from this provision.

(d) Holidays for shift work employees shall be deemed to operate on the shift commencing during the holiday.

SICK LEAVE.

11. (a) 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 six days in each year or a proportionately less time during any shorter period of employment.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days which shall be the maximum amount of leave to which any employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause, service prior to the 1st May, 1943, shall be disregarded.

ANNUAL HOLIDAYS.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946 and any amendments which may be made thereto from time to time.

SMOKE-OH.

13. A "Smoke-oh" 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-oh" 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.

CHANGING TIME.

14. 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.

TEMPORARY WORKERS.

15. 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.

LIMITATION OF PENALTY RATES.

16. Where under any provision in this Determination (other than the provision contained in clause 9 (ii)) 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.

DEFINITIONS.

17. (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.

MEAL ALLOWANCE.

18. 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 3s. tea money provided that if intimation of overtime is not given 24 hours prior to being worked the tea money shall be paid prior to the tea interval. If having been notified of intention to work, he shall receive, in the event of the work not being done or ceasing before respective meal times, 3s. for each meal.

WEIGHT CARRYING.

19. 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".

WET WORK.

20. When female employees are engaged in wet work, employers shall take reasonable precautions to protect such employee from getting wet.

FIRST-AID CHEST.

21. A first-aid chest, with all necessaries for same, shall be provided.

MIXED FUNCTIONS.

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

DINING AND DRESSING ROOMS.

23. Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

WASHING DOWN.

24. For the purposes of washing down, hoses and water taps must be provided at convenient places.

PAYMENT OF WAGES.

25. All employees to be paid weekly, and in the time of the employer.

MINIMUM OF WORK.

26. 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.

WAITING TIME.

27. 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.

WASHING FACILITIES.

28. A proper place shall be provided for the purpose of washing clothes.

RIGHT OF ENTRY OF UNION OFFICIALS.

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 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.

APRONS TO BE PROVIDED.

30. Aprons shall be provided by the employer for employees doing the following classes of work—

(a) Males—Retort hands; potmen and assistants; washing cans; handling gravy pots; attending potato or vegetable machines; dicing machines, or mixers in canning process.

(b) Females—Putting meat into cans, or hand peeling potatoes or vegetables.

RUBBER GLOVES, CLOGS OR PROTECTIVE FOOTWEAR TO BE PROVIDED.

31. Clogs or protective footwear shall be provided for wet work and rubber gloves shall be provided for females handling vegetables.

ALL PERSONS TO WHOM THIS DETERMINATION APPLIES.

PERIODICAL ADJUSTMENT OF WAGES.

32. The wages rates for males and adult females taking away from automatic stuffing machine and running sausage skins for canning purposes set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 33. Provided that the wages of other adult females in all Sections shall be 75 per cent. of the "all others" male rate, in Section (*b*), calculated to the nearest three pence, half or less than half of three pence to be disregarded.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	6 2 0	6 0	6 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

33. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(*b*) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 32.

(*c*) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

(*d*) The wages of apprentices, improvers, and juvenile workers shall be the under-mentioned percentages of the all others male or female rate, in Section (*b*), as the case may be, calculated to the nearest three pence, half or less than half of three pence to be disregarded.

Males.	Percentage of "all others" male rate in Section (*b*).	Females.	Percentage of adult female rate in Section (*b*).
Under 16 years	50	Under 16 years	50
16 years and under 17 years	55	16 years and under 17 years	55
17 " " " 18 "	62½	17 " " " 18 "	62½
18 " " " 19 "	70	18 " " " 19 "	70
19 " " " 20 "	77½	19 " " " 20 "	77½
20 " " " 21 "	90	20 " " " 21 "	90

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 1st September, 1949.

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No. 887] MONDAY, OCTOBER 31. [1949

Factories and Shops Acts.

DETERMINATION OF THE SUGAR REFINERS 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 now has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

(*a*) in connexion with the trade of sugar refining;

(*b*) in the manufacture or treatment of the by-products of sugar;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 8th August, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

Wages per Week of 40 Hours.

Males.	Weekly Wage.	Females.	Weekly Wage.
	s. d.		*s. d.*
Under 16 years	44 9	Under 16 years	48 0
16 years	52 3	16 years	57 6
17 „	67 0	17 „	67 3
18 „	89 6	18 „	76 9
19 „	104 3	19 „	86 6
20 „	119 3	20 „	91 3

Provided that any female 19 years of age or over, with six months' experience at the trade, shall be deemed to be an adult.

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

No. 887.—9066/49.—PRICE 6D.

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

—	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.
Adult Males.				
Raw Sugar Store—				
Unstoring raw sugar	142 0	11 0	5 0	158 0
Men cutting in	143 0	11 0	5 0	159 0
Whip hand unstoring raw sugar	138 0	11 0	5 0	154 0
Whip hand at elevator	138 0	11 0	5 0	154 0
Elevator attendant	143 0	11 0	5 0	159 0
Wash tank hands	136 0	11 0	5 0	152 0
Wash tank hands—assistants	135 0	11 0	5 0	151 0
Riggers	143 0	11 0	5 0	159 0
Melting House—				
Washing fugalmen	141 6	11 0	5 0	157 6
Melter attendant	136 0	11 0	5 0	152 0
Mixer	136 0	11 0	5 0	152 0
Carbonatation House—				
Men on liquor filter presses	137 0	11 0	5 0	153 0
Men on mud	137 0	11 0	5 0	153 0
Leading hand	149 0	11 0	5 0	165 0
Men on gas tank	142 0	11 0	5 0	158 0
Men on crushing and stacking lime	136 0	11 0	5 0	152 0
Men on washing and checking filterpress sheets	137 0	11 0	5 0	153 0
Char End—				
Kiln repairers	136 0	11 0	5 0	152 0
Kiln firemen	144 0	11 0	5 0	160 0
Wet charmen	144 0	11 0	5 0	160 0
Char runners	144 0	11 0	5 0	160 0
Pan Floor—				
First sugar boilers	162 0	11 0	5 0	178 0
Second sugar boilers	153 0	11 0	5 0	169 0
Employee attending triple effet and assistant sugar boiler	139 0	11 0	5 0	155 0
Pan attendant	136 0	11 0	5 0	152 0
Refined sugar fugalmen	141 6	11 0	5 0	157 6
Refined sugar fugalmen—Leading hands	151 6	11 0	5 0	167 6
Jelly House—				
Leading hand	146 6	11 0	5 0	162 6
Jelly fugalmen	136 0	11 0	5 0	152 0
Refined Sugar Store—				
Receiving at truck yard (leading hands)	146 0	11 0	5 0	162 0
Icing mill attendant	136 0	11 0	5 0	152 0
Driers (leading hand)	146 0	11 0	5 0	162 0
Driers (others)	136 0	11 0	5 0	152 0
Automatic scale attendant	145 0	11 0	5 0	161 0
Automatic scale hands	136 0	11 0	5 0	152 0
Employee engaged loading trucks	136 0	11 0	5 0	152 0
Bag room checkers	136 0	11 0	5 0	152 0
Truckers and stackers	136 0	11 0	5 0	152 0
Leading hand packing floor	146 0	11 0	5 0	162 0
Hand packing sugar	136 0	11 0	5 0	152 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk)	137 0	11 0	5 0	153 0
Golden syrup and treacle mixer	139 0	11 0	5 0	155 0
Liquor runners	152 0	11 0	5 0	168 0
Liquor runners—assistants	136 0	11 0	5 0	152 0
Distillery—				
Stillman	155 0	11 0	5 0	171 0
Mashman	142 0	11 0	5 0	158 0
Spirit and Methylating Rooms—				
Leading hand	157 6	11 0	5 0	173 6
Assistants	141 6	11 0	5 0	157 6
Cane-ite Store—				
Men storing and unstoring cane-ite and hardboard	137 0	11 0	5 0	153 0
Leading hand cleaning gang	146 0	11 0	5 0	162 0
Unstoring and/or loading bales for shipment	147 0	11 0	5 0	163 0
All others	133 0	11 0	5 0	149 0
Adult females (*a*) with less than 6 months' experience at the trade	..	..	..	96 0
(*b*) with 6 months or more experience at the trade	..	..	..	98 0

ADULT RATE TO BE PAID.

4. Male juniors employed as automatic scale hands reaching the age of 20 years, having at least 2 years' experience, shall receive adult rates applicable to that class of work.

SHIFT WORKERS (OTHER THAN CONTINUOUS SHIFT WORKERS).

5. The ordinary working hours of shift workers shall be as follows:—

Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, and Thursday.

Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Day Workers.

6. Day worker is an employee who ordinarily works between 7.30 a.m. and 4.30 p.m., with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal.

Continuous Shift Workers

7. For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption.

(*a*) The ordinary working hours of employees on continuous work shifts shall not exceed an average of 40 per week spread over a period of 1, 2, 3 or 4 weeks to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(*b*) There shall be a roster of shifts which shall:—

(i) provide for rotation unless all the employees concerned desire otherwise;

(ii) provide for not more than eight shifts to be worked in any nine consecutive days; and

(iii) not be changed until after four weeks' notice.

(*c*) For all time of duty outside the limits of the ordinary hours prescribed in clause (*a*) hereof, an employee on continuous work shifts shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

(*d*) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

(The provisions of clause 7 shall apply only to persons employed at the distillery of the Colonial Sugar Refining Co. Ltd. at Yarraville.)

Terms of Engagement.

8. (*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 shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(*c*) A weekly employee to be entitled to the weekly wage shall be available and willing to perform such work as may be lawfully and reasonably required by the employer during the days and hours usually worked by such class of employee, provided that an employer may deduct payment for any day during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery or any other cause for which the employer cannot reasonably be held responsible.

(*d*) "Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of two (2) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis. The provisions of this sub-clause shall not apply to a casual worker storing raw sugar.

Extra Rates and Allowances.

9. In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

(i) Any employee who works on shift shall be paid an additional allowance of 2s. 3d. per shift.

(ii) Day workers, as defined in clause 6 hereof, required to work a night shift or night shifts shall be paid ordinary rates plus 5s. per shift.

(iii) Employees classified as "All others," who are directed to enter and clean tanks, viz.:—Carbonatation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers, crystallizers, char dust towers and gibb driers shall receive an additional 1s. 3d. for each hour or part of an hour spent in such work.

(iv) Employees in the raw sugar store whilst engaged unstoring, cutting in, facing and/or turning bags shall be paid as special allowances the rate per week set out hereunder:—

Men unstoring, cutting in or facing bags	6s. per week
Men turning bags	5s. per week

The allowances prescribed in this sub-clause are granted in consideration of and cover all disabilities associated with the handling of damaged, sweated and/or hard sugar from time to time.

Definition of Juvenile Workers.

10. Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

Overtime (*other than continuous Shift Workers*).

11. All work done in excess of eight hours in any one day or in excess of 40 hours in any one week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

In computing overtime under this clause, each day's work shall stand alone.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

Late Attendance.

12. Any employee arriving late to work shall have a deduction made of a quarter of an hours' pay for each quarter of an hour or portion thereof that he is late.

Annual Holiday.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

Sick Pay.

14. Any employee with not less than six months' service who does not attend for duty by reason of personal ill-health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.

An employee shall not be entitled to any allowance on this ground for more than five days (the equivalent of 40 hours' pay) in each calendar year, but sick leave allowable under this clause may accumulate subject to continuous employment for a total of three years (the equivalent of 120 hours' pay).

No payment shall be made to employees on discharge or resignation in respect of accumulated sick leave.

Personal ill-health does not include ill-health which is the result of an accident or ill-health the result of misconduct.

Meal Allowance.

15. Employees required to work a minimum of one and a half hours' overtime shall be entitled to 2s. 6d. tea money unless notified the previous day that they will be required to work overtime. If after having been notified accordingly and their services for overtime are not required the allowance of 2s. 6d. for tea money shall be payable.

Special Rates for Sundays and Holidays (other than continuous Shift Workers).

16. (*a*) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovementioned holidays, the special rate shall only be payable for work done on the day so substituted.

(*b*) Employees (other than casual employees and continuous shift workers) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

Payment of Wages.

17. Wages shall be payable weekly and not later than Thursday of each week. On pay day the finishing whistle shall be sounded five minutes earlier than the usual finishing time.

Piecework.

18. The Board determines, under the provisions of section 150 of the *Factories and Shops Act* 1928 (No. 3677), that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

Periodical Adjustment of Wages.

19. The wages rates set out in clause 3 are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 20.

Provided that the rates of adult females shall be (*a*) with less than 6 months' experience at the trade, 75 per cent. of the total basic wage calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

(*b*) with 6 months or more experience at the trade, the rate prescribed in (*a*) hereof plus 2s.

Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading. Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	6 2 0	6 0	6 8 0	Melbourne

Adjustment of Basic Wage.

20. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(*b*) Until the beginning of the first pay period to commence in November, 1949, the amounts of the Basic Wage shall be as prescribed in clause 19.

(*c*) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

(*d*) The rates of apprentices, improvers, and juvenile workers, shall be the undermentioned percentages of the respective adult rates, calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

Males.		Females.	
—	Percentage of all others adult male rate.	—	Percentage of adult female rate.
Under 16 years	30	Under 16 years	50
16 years	35	16 years	60
17 ,, ...	45	17 ,, ...	70
18 ,, ...	60	18 ,, ...	80
19 ,, ...	70	19 ,, ...	90
20 ,, ...	80	20 ,, ...	95

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 30th August, 1949.

By Authority: J. J. Gourley, Government Printer, Melbourne.