



# VICTORIA GOVERNMENT GAZETTE.

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**No. 792]**

**THURSDAY, OCTOBER 5.**

**[1950**

Factories and Shops Acts.

## DETERMINATION OF THE BULK GRAIN WORKERS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons employed in any trade, process, business, or occupation which is subject to the jurisdiction of any Board heretofore appointed) employed in the trade, process, business, or occupation of receiving, weighing, moving, and despatching grain in bulk or in any work incidental thereto at any seaboard terminal", has made the following Determination, namely:—

1. This Determination shall come into force and be operative as from the 7th September, 1950.

2.

WAGES.

(i) *Junior Employees.*

(a) Subject to sub-clause (c) hereof, junior employees shall be entitled to payment as follows:—

Age.	Percentage of the Minimum Wage Prescribed for "Other Employees".	Weekly Wage.
		£ s. d.
16 years .. .. .	30	2 0 6
17 years .. .. .	40	3 6 0
18 years .. .. .	50	4 2 6
19 years .. .. .	70	5 15 6
20 years .. .. .	90	7 8 6

(b) A junior employee shall be entitled to the same dust allowance as an adult filling a corresponding position.

(c) A junior employee working in the "Track shed" shall be entitled to be paid the appropriate rate prescribed for a classification under the heading "Other Employees" in sub-clause (ii) hereof.

(ii) *Other Employees.*

	Weekly Employment.	Casual Employment.
	per week. £ s. d.	per hour. s. d.
<i>Group 1.</i> Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; doing general maintenance work, and greasing .. .. .	S 5 0	4 6 <sup>9</sup> / <sub>20</sub>
<i>Group 2.</i> Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers; attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors .. .. .	8 10 10	4 8 <sup>3</sup> / <sub>4</sub>
<i>Group 3.</i> Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship .. .. .	8 16 8	4 10 <sup>3</sup> / <sub>10</sub>

(iii) *Leading Hand.*

A leading hand in any section shall be paid 3d. per hour more than the rate paid to employees whose work he is required to supervise.

## SEASONAL WORKER'S ALLOWANCE

3. A weekly employee whose employment is terminated by the employer within six successive months of such employment for any cause, other than for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, shall on such termination be entitled to be paid for each week of his period of weekly employment an allowance of five per cent. of the total of—

- (i) so much of his earnings as does not exceed the total basic wage on which each week's earnings were based, and
- (ii) an amount of twenty-five shillings.

## DUST ALLOWANCE.

4. In addition to the wage rate prescribed in clause 2 hereof any person employed at the work described hereunder shall be paid an allowance as follows:—

- (i) Track shed employee during wheat receiving operations, employee cleaning out track hoppers, dust-house operator .. .. . 1s. per hour.
- (ii) Any employee, other than an employee covered by placitum (i), working in the terminal during wheat handling operations .. .. . 6d. per hour.
- (iii) Any employee working in any portion of the terminal when wheat is not being handled, but when general cleaning down is being effected at the direction of the Superintendent .. .. . 6d. per hour.

## JUNIOR LABOUR.

- 5. (a) No person under the age of 16 years shall be employed at the trade.
- (b) The proportion of junior labour shall not exceed one junior to each eight persons receiving not less than the minimum wage.

## ORDINARY HOURS (OTHER THAN FOR SHIFT WORK).

6. The ordinary hours Monday to Friday, both inclusive, shall (except for shift work) be from 8 a.m. to noon and 1 p.m. to 5 p.m., unless otherwise agreed upon between the employer or his representative and a majority of the employees concerned.

The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 16 occur. In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

## OVERTIME (OTHER THAN FOR SHIFT WORK).

7. Payment and conditions for all time worked outside ordinary hours shall be as follows:—

- (a) Between 5 p.m. on an ordinary working day and 8 a.m. on the following day time and a half for the first four hours and double time thereafter, such double time shall continue until the employee is relieved from duty for a period of at least eight consecutive hours;
- (b) Before noon on Saturday time and a half for the first four hours and double time thereafter;
- (c) After noon on Saturday double time;
- (d) Periods of work performed before 8 a.m. and after 5 p.m. on any ordinary working day shall be cumulative and paid for at the rate of time and a half for the first four hours and double time thereafter;
- (e) Employees other than shift workers shall be entitled to a meal break of one hour without pay after the expiration of four hours on duty, subject however, to the exception provided in sub-clause (g) hereof;
- (f) Where an employee is required to work outside ordinary hours he shall be paid the appropriate overtime rate as for a minimum period of one hour and where the work exceeds one hour he shall be paid as for not less than half an hour for each subsequent half hour's work entered upon;
- (g) Where an employee is called upon to work through a meal break to finish a ship he shall be paid the appropriate rate plus 2s. 6d. per hour until such time as work finishes or a meal break is allowed. Provided that the minimum rate payable shall be not less than double time.

## SHIFT WORK.

8. (a) The employer shall have the right to require any employee to work in shifts where, in the opinion of the employer, it is not reasonably practicable to carry on the operations of the employer without such shift work.

(b) The ordinary hours for a shift shall not exceed eight on any day, Monday to Friday inclusive, and any excess shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(c) Except as provided in sub-clauses (d) and (e) hereof employees engaged on shift work shall be paid the sum of 12s. 6d. per week in addition to the rates prescribed in clause 2 hereof. Provided that such additional rate shall not apply to employees engaged solely upon day work.

(d) Employees engaged on afternoon and night shifts only, that is when they are not changed to day shifts, afternoon shifts, and night shifts in regular rotation shall be paid a sum of 18s. 6d. per week in addition to the rates prescribed in clause 2 hereof.

(e) Employees engaged on day and night shift only shall, for the week in which they are employed on the night shift, be paid a sum of 18s. 6d. per week in addition to the rates prescribed in clause 2 hereof.

(f) Provided that any employee instructed by his employer to change shifts during any week shall be paid an additional 2s. 6d. for each change but not for the change back again.

(g) Employees working on shifts shall be allowed crib time not exceeding thirty minutes in each shift at such times as may be fixed by the employer and such crib time shall be counted as time worked.

## SPECIAL RATES FOR PUBLIC HOLIDAYS AND SUNDAYS.

9. (a) Double time shall be the rate for all work done on New Year's Day, Australia Day, Easter Saturday, Easter Monday, Anzac Day, King's Birthday and Boxing Day and all other gazetted or statutory holidays which are observed by the Railways Department so far as goods traffic is concerned in the location where a seaboard grain terminal exists, provided that if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable for work done only on the day so substituted.

(b) Two and a half times the ordinary rate shall be payable for all work done on Sunday, Christmas Day, Good Friday and the days observed at Geelong as Labour Day and Union Picnic Day, provided that if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable for work done only on the day so substituted.

## MIXED FUNCTIONS.

10. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked with a minimum of one hour.

## TIMES AND PLACES OF ENGAGEMENT.

11. Employees may be engaged at a point adjacent to the track shed. The times for engaging labour at such place shall be between the hours of 7.45 a.m. and 8 a.m., Monday to Saturday inclusive. This clause shall not preclude the right of the employer from engaging employees at another place subsequent to 8 a.m. provided there is insufficient suitable labour available at the pick-up point at that hour.

## TERMS OF ENGAGEMENT.

12. (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 may be given at any time (but not continued from week to week) or one week's wages paid or forfeited as the case may be in lieu thereof.

(b) Except for overtime work as provided for in clauses 7 and 9 hereof, a casual employee shall be guaranteed not less than four hours' engagement on any day provided that should his time of commencement be earlier than 12 noon, he shall, if required to work after the midday meal break, be guaranteed at least four hours' work after such break unless he leaves of his own accord before the completion of such period.

(c) Where a weekly employee is engaged to begin work on any day other than the commencing day of a weekly pay period he shall be entitled to be paid at casual rates for the broken portion of the week worked by him.

(d) A weekly employee to be entitled to the weekly wage shall be available ready and willing to perform his usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. Provided that the employer may deduct for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

Where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment but may leave the employment instantly.

(e) Any weekly employee not attending for duty shall lose his pay for the actual time lost unless such employee has had not less than three months' service with the same employer, and produces or forwards within 48 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 grounds of personal ill-health or accident for more than 40 hours of working time in each year. Provided that he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to worker's compensation. For the purpose of administering this sub-clause "year" means the period between the 1st November, and the next following 31st October.

(f) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's opinion, the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (e) hereof.

(g) Notwithstanding anything contained in sub-clause (e) 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 worker's 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 re-imbursed by the employer all expenses reasonably incurred in connexion with such attendance.

(h) Notwithstanding anything contained in sub-clause (e) hereof, if the full period of sick leave therein proscribed has not been taken in any year, such portion of the sick leave which was or is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purpose of administering this sub-clause, service prior to the 28th April, 1950, shall not be taken into account.

(i) Where an employee is engaged for broken periods of service in successive years with the same employer, each period including and subsequent to a qualifying period of three months' service shall be added for the purpose of calculating credit of sick leave as proscribed herein.

## CASUAL EMPLOYMENT.

13. Subject to the provisions of clause 12 sub-clause (b) hereof, the engagement of any casual employee may be terminated at any moment without notice.

## MEAL ALLOWANCE.

14. (a) An employee called upon to work overtime except as provided in clause 7 sub-clause (g) hereof, shall be paid a meal allowance of three shillings for each meal occurring in the overtime period or provided with a meal not to exceed a cost of three shillings for each such meal.

(b) Provided that when it is necessary to work overtime to clear the line, and the work by mutual consent is carried on through the meal hour and does not exceed one hour's duration, the meal allowance is not to be paid.

## TRANSPORT.

15. (a) Transport if required at the Geelong Grain Terminal will be provided without charge from the terminal to the corner of Moorabool and Rye-streets, Geelong for all employees who are required to work overtime at the terminal and who cease work at or after 10 p.m. Provided that where the men concerned cannot be transported from the terminal to the abovementioned point in Geelong in sufficient time to enable them to catch their last trams home from Geelong the men shall be provided with transport, if required, to their homes.

(b) Where work is performed on a Sunday at the Geelong Grain Terminal the employer shall provide transport from and to the Belmont Bridge at Geelong.

## HOLIDAYS.

16. Weekly employees shall be granted the following holidays without deduction of pay:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, Union Picnic Day, and all other gazetted or statutory holidays which are observed by the Victorian Railways Department so far as goods traffic is concerned in the location where a seaboard grain terminal exists. Union Picnic Day shall be observed on a day to be mutually agreed upon between the Federated Storemen and Packers' Union and the employer concerned.

## PAYMENT OF WAGES.

17. Wages of employees shall be paid not later than Friday in each week and shall include payment for all time worked up to and including midnight on the preceding Wednesday. Upon termination of his employment all monies due to an employee shall be paid to him on the day of such termination or forwarded to him by post on the next working day provided that, in the case of a casual employee leaving the job before the completion of his engagement, he shall not be entitled to payment until the next succeeding pay day.

## ANNUAL HOLIDAY.

18. 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.

## HOT WATER.

19. The employer shall provide free of charge hot water for the use of employees at the midday meal hour.

## SMOKE-OH.

20. Employees shall be entitled to a smoke-oh of 10 minutes in the morning and afternoon and at intervals of two hours during shift or overtime work.

## RIGHT OF ENTRY OF UNION OFFICIAL.

21. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (i) That he produces his authority to the employer or his representative;
- (ii) That he interviews employees only at the place where they are taking their meal;
- (iii) That not more than one representative in all be in any establishment at any one time;
- (iv) That no one representative visit an establishment more than once a fortnight;
- (v) That if an employer alleges that a representative is unduly interfering with his establishment or is creating dissatisfaction 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.

## EMPLOYER TO PROVIDE TOOLS.

22. All tools which employees are required to use in the course of their work shall be provided by the employer.

## ORDINARY PAY.

23. For the purposes of this Determination "ordinary pay" shall not include any dust allowance, premium for shift work, overtime pay, or seasonal worker's allowance.

## CONSTITUENTS OF WAGES RATES.

24. The wages rates prescribed in clause 2 consist of the following.

	Group 1.	Group 2.	Group 3.
	£ s. d.	£ s. d.	£ s. d.
Needs basic wage .. .. .	6 14 0	6 14 0	6 14 0
Constant loading .. .. .	0 6 0	0 6 0	0 6 0
Margin .. .. .	0 14 0	0 19 10	1 5 8
Special loading .. .. .	0 3 0	0 3 0	0 3 0
Industry loading .. .. .	0 8 0	0 8 0	0 8 0
Total weekly wage .. .. .	8 5 0	8 10 10	8 16 8
Addition for casual work (10 per cent.) .. .. .	16 6	17 1	17 8
Wage for casual work } Weekly .. .. .	9 1 6	9 7 11	9 14 4
} Hourly .. .. .	4 6 <sup>9</sup> / <sub>20</sub>	4 8 <sup>3</sup> / <sub>8</sub>	4 10 <sup>7</sup> / <sub>10</sub>
(i.e. 1/40th of weekly wage.)			

## PERIODICAL ADJUSTMENT OF WAGES.

25. The weekly wages rates in clause 2, (ii), "Other Employees", are based upon the following basic wage, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 26. The hourly rates and rates for junior employees shall be adjusted at the same time as the rates for the said "Other Employees" by adopting the following methods:—

## (i) Hourly rates.

The amount of the Needs Basic Wage shown in the table in clause 24 is amended to conform with the variations from time to time. Consequential amendments are made to the total wages for weekly and casual employees, and the adjusted hourly rates ascertained as set out therein.

## (ii) Junior employees.

The wages of junior employees shall, in accordance with the table set out in clause 2, conform with the percentages of the minimum wage prescribed for "Other Employees" as adjusted from time to time. Such wages shall be calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

## Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per Week. £ s. d.	Per Week. s. d.	Per Week. £ s. d.	
Within the areas to which this Determination applies ..	6 14 0	6 0	7 0 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

26. (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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 25.

(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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 1st September, 1950.

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[1950

Factories and Shops Acts.

## DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

NOTE.—(i.) This Determination applies to the whole of the State of Victoria.

(ii.) Fibrous Plastering was proclaimed on 17th February, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the *Apprenticeship Regulations* for this trade may be obtained on application to the Secretary, *Apprenticeship Commission, Melbourne.* (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 14th April, 1937, has had the power 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) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling;
- (d) preparing material for or making or fixing acoustic tiles moulded into slab form, and having an earth base;
- (e) manufacturing gypsum plaster board;
- (f) fixing gypsum plaster board on walls or ceilings of buildings."

has made the following Determination, namely:—

A. That as from the beginning of the first pay period to commence on or after the 24th August, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### PART I.

B. This Part applies to persons other than those employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1.

#### WAGES.

\* Apprentices and Improvers.

The wages of Apprentices and Improvers covered by this Determination shall be the same as those prescribed and adjusted from time to time for Apprentices within the Metropolitan District under the jurisdiction of the Apprenticeship Commission.

PROPORTION (by any employer).

Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 218s. 4d. per week.	(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 218s. 4d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 218s. 4d. per week.

\* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of 18 years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	204 6	7 10	6 0	218 4
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings .. .. .				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base .. .. .	163 5	6 3	3 0	172 8
All others .. .. .				

## EXTRA RATES.

2. (a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 9s. per week additional.

- (b) Employees { (i) Demolishing old ceilings, or .. .. . } shall, whilst employed at either class of work have 6d. per square yard distributed  
 (ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that have collapsed .. .. . } equally between them, in addition to the ordinary rates.  
 (iii) Employees demolishing or partly demolishing old walls shall have 1½d. per square yard distributed equally between them in addition to the ordinary rates.

## PRO RATA PAYMENT.

3. Any person who works less than 40 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

## HOURS.

4. The ordinary hours shall be 40 per week to be worked in five days of eight hours each, on Monday to Friday inclusive, between the hours of 8 a.m. and 5 p.m. The lunch break shall be not less than one hour.

## OVERTIME.

5. The following rate shall be paid for all work done—

- (a) Outside the hours fixed in clause 4 of this Part }  
 (b) Within the hours fixed in clause 4 of this Part } Time and a half for the first two hours and thereafter double time.  
 in excess of 40 in any week .. .. . }

An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

## ALLOWANCES.

6. The following allowances shall be paid to persons employed outside the employer's usual place of business in connexion with fixing of fibrous plaster, gypsum plaster board, or acoustic tiles:—

- (a) For work at a distance of over 30 miles from the "Centre" or for work done at such distance as prevents the employee from returning to his home the same night—  
 (i) 12s. 9d. per day extra, with a maximum of 52s. 6d. per week.  
 (ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.  
 (b) For any other work an allowance in lieu of fares and travelling time from and to the "Centre" to and from the place of employment shall be paid as follows:—

	<i>s. d.</i>
Up to and including 12 miles .. .. .	2 0 per day
Over 12 miles and including 20 miles .. .. .	2 6 per day
Over 20 miles and including 30 miles .. .. .	3 0 per day

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

"Centre" shall mean the Flinders-street Railway Station if the employer's usual place of business is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's usual place of business.

## MEAL MONEY.

7. Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of 3s. 6d.

## SPECIAL RATES.

8. (a) Allowances, as per columns B of clause 1 of this Part, shall be made in addition to the wages set out in columns A of clause 1 of this Part as compensation for time lost on prescribed holidays. Such allowances shall be paid proportionately to the number of hours worked per week.

(b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time; and all work done on a Saturday shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays double time shall be payable only for work done on the day so substituted.

## PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

9. Any employee who has presented himself for work, as requested by the employer or his responsible representative, shall—

- (a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,  
 (b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

## TRANSPORT AT NIGHT.

10. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

## REST PAUSE.

11. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

## ANNUAL HOLIDAY.

12. 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.

## HOT WATER IN FACTORIES.

13. During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of running hot water, piped to the tubs for the benefit of employees engaged in hand-mixing plaster in cold water.

## GRINDING AND CLEANING TOOLS.

14. When an employee is discharged he shall be allowed a half-hour at ordinary rates for the purpose of grinding, cleaning, and transporting his tools. This clause shall apply only to employees whose tools are in good order when commencing work for any employer.

## TRANSMISSION OF SHEETS.

15. In any establishment in which fibrous plaster sheets are manufactured, suitable mechanical means for the transmission of such sheets from casting tables to racks must be provided by each employer.

## TERMINATION OF EMPLOYMENT.

16. Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

## DRESSING AND DINING ROOM.

17. A room for employees to use as a dressing and dining room, which shall include warming facilities and heating appliances for pre-cooked foods shall be provided at all fibrous plaster establishments.

## PAYMENT OF WAGES.

18. (a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter, provided that an employee who is entitled to a half-hour at ordinary rates in accordance with clause 14 of this Part shall be paid at the commencement of such half-hour. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

## PART II.

C. This Part applies to persons employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

## 1. WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant	}	..	..	..	..	£9 19s. (including 6s. shift allowance).
Former attendant						
Former assistant						
Cut off attendant						
Dryer attendant	..	..	..	..	..	£9 14s. (including 6s. shift allowance).
All others	..	..	..	..	..	£9 4s. (including 6s. shift allowance).

The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only.

All others whose contract of employment covers day work only .. £8 18s.

## 2. HOURS OF WORK.

## (a) Day Workers.

The ordinary hours of work shall be 40 per week to be worked in five days of 8 hours each, Monday to Friday inclusive, between 8 a.m. and 5 p.m. It is a condition of the allowing of a five day week that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime including the working of overtime on Saturday.

## (b) Shift Workers on a two shift system.

The ordinary hours of such shift workers shall not exceed—

- (i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or
- (ii) 80 in fourteen consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week; or
- (iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously, except for meal breaks, at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours.

## (c) Shift Workers on a three shift system.

The ordinary hours of employees on a three shift system shall not exceed 8 hours per day, or 40 per week, or where the shifts are rostered over two weeks 80 hours in two consecutive weeks, or where the shifts are rostered over three weeks 120 hours in three consecutive weeks, without payment for overtime. Where the roster provides for three shifts of 8 hours being worked in five days a week the commencing time of the first shift shall be 10.30 p.m. Sunday, or at some other hour as may be agreed upon between the employer and the Union.

## (d) Shifts to be worked in weekly rotation.

All shifts shall be worked by employees in weekly rotation, otherwise time worked by an employee on afternoon and/or night shift shall be paid for at overtime rates. Provided that by agreement between the employer and the Union the weekly rotation may be dispensed with, or overtime rates need not be paid if the ordinary working hours of an employee do not exceed the hours prescribed in sub-clause (a) of this clause.

## (e) Roster to be exhibited.

A roster showing the starting and finishing times of the employees shall be exhibited in a prominent place, accessible to the employees.

## OVERTIME.

3. (a) All time worked before the usual starting time or after the usual finishing time, or in excess of the hours prescribed in clause 2 of this Part shall be paid for at the rate of time and a half for the first two hours and double time thereafter. For the purpose of computing overtime each day's work shall stand alone, and all overtime shall be paid for not later than the next following pay day.

(b) Any employee recalled to work after having left the premises shall be paid a minimum as for four hours' work at the appropriate rate.

## HOLIDAYS.

4. An employee shall be entitled to be absent without deduction of pay on the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall be payable only for work done on the day so substituted.

## SUNDAY AND HOLIDAY WORK.

5. All time worked on a Sunday or holiday shall be paid for at double ordinary rates of pay, provided that time worked by a shift worker between the usual starting time of the shift and midnight on any Sunday or holiday shall not be deemed to be time worked on the Sunday or holiday: Provided further that where the major portion of a shift is worked on a Sunday or holiday the whole of that shift shall be regarded as having been worked on the Sunday or holiday and paid for as such.

## SICK LEAVE.

6. (a) An employee, provided that he produces satisfactory evidence to the employer, shall be entitled to be absent without deduction of pay on account of personal ill health or accident, as follows:—

## (i) during the first year of service with an employer—

for three or more, but less than six months' service .. .. .	eight hours
for six or more, but less than nine months' service .. .. .	sixteen hours
for nine or more, but less than twelve months' service .. .. .	twenty-four hours

## (ii) during the second and each subsequent year of service .. .. .

forty hours.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above 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 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

## MEALS.

7. (a) A day worker shall be allowed a break of not less than half an hour or more than one hour for a meal on each day of the week, Monday to Friday inclusive. The period during which such meal shall be taken when once fixed shall not be altered without seven days' notice being given by the employer to his employees.

(b) Any employee called upon to work during the ordinary meal break shall be paid overtime rates for all such time worked, provided that in the case of emergency, where it is necessary to work up to fifteen minutes after the usual ceasing time for lunch, this provision shall not apply.

(c) In the event of any employee being allowed a period of less than thirty minutes for the purpose of having a meal, no deduction shall be made for time so spent by the employee in having a meal.

(d) A shift worker shall be allowed 20 minutes each shift for crib which shall be counted as time worked: Provided that if requested by the employer the employees shall take their crib in relays so as to avoid stoppage of work.

(e) An employer shall provide the employees with a suitable place, protected from the weather, in which to take their meals.

(f) Employees shall be provided with boiling water or facilities for same.

## MEAL ALLOWANCE.

8. Where an employee is required to work overtime in excess of one hour on any day, he shall be paid 3s. 6d. for a meal unless notice to work has been given to such employee on or before the termination of the previous day's work. If notified the previous day that he will be required to work, and he is subsequently informed that he is not required, he shall be paid the sum of 3s. 6d.

## PROTECTIVE AIDS.

9. Where necessary employees shall be supplied by the employer with respirators and hand pads.

## ANNUAL HOLIDAY.

10. 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.

## MIXED FUNCTIONS.

11. An employee engaged for more than two hours on any day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift.

Any employee may be called upon to relieve for periods which do not exceed two hours in any one day or shift and be paid at the rate prescribed for his ordinary classification.

An employee who is required temporarily to perform work for which a lower rate is fixed than that for his ordinary classification shall not suffer any reduction whilst so employed. Provided that any work of less than one week's duration shall be deemed to be temporary.

## TIME AND PAYMENT OF WAGES.

12. (a) All wages and overtime shall be paid not later than Thursday in each week. The employer may hold not more than one day's pay in hand.

(b) Where the employment is terminated by the employer, or by the employee after giving one week's notice, before the regular pay time the employee shall be paid all moneys due to him not later than five minutes after the termination of the work.

## TERMINATION OF EMPLOYMENT.

13. The employment of an employee may be terminated only by one week's notice or the payment or forfeiture of one week's wages in lieu thereof, provided that the employer may dismiss an employee at any time for misconduct or wilful disobedience and shall be liable for payment only up to the time of dismissal.



## GENERAL CONDITIONS.

14. (a) Suitable lavatory accommodation, dressing rooms, and lockers to ensure protection for clothes left therein, shall be provided by the employer for the employees.

(b) Hot and cold showers shall be provided by the employer.

## DEFINITION.

15. "Union" means "The Victorian Fibrous Plasterers and Plaster Workers' Union."

## STANDING DOWN EMPLOYEES.

16. Notwithstanding any provision elsewhere herein contained any employer may deduct payment for any day an employee cannot usefully be employed because of any strike or any stoppage of work by any cause for which the employer cannot be held responsible.

## PART III.

D. This Part applies to all persons covered by this Determination.

## PERIODICAL ADJUSTMENT OF WAGES.

1. The adult wages rates set out in clause 1 of Part I., and clause 1 of Part II., are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage, as prescribed in clause 2 of this Part.

*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 14 0	6 0	7 0 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

2. (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, 1950, the amounts of the basic wage shall be as prescribed in clause 1 of this Part.

(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.

3. The holiday allowances in clause 1 of Part I. shall be 1/26th of the corresponding adjustable rates calculated to the nearest penny, half or less than half of a penny in a result to be disregarded.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 11th August, 1950.





# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE SLAUGHTERING FOR EXPORT 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 since the 13th October, 1941, has had the power to "determine the lowest prices or rates which may be paid to any person or classes of persons (other than persons subject to the provisions of any Wages Board heretofore appointed) employed in the meat export trade as—

- (a) slaughterers or dressers of sheep, lambs, cattle, pigs, or calves;
- (b) boners, trimmers, or labourers;
- (c) drovers, stockmen, or penners-up;
- (d) skin store workers;"

has made the following Determination, namely:—

1. That on the 21st August, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### SECTION A.

#### SHEEP AND LAMBS.

#### 2. (a) Rates of Pay—

##### (i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered .. .. .	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered .. .. .	

##### To learners—

##### For the first 21 days of employment—

42s. 10-5d. plus 1s. 2½d. war loading (total 44s. 0-9d.) per day.

##### Thereafter until considered competent by the employer—

49s. 3-25d. plus 1s. 2½d. war loading (total 50s. 5-65d.) per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 79s. 0-38d. plus 1s. 3d. war loading (total 80s. 3-38d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

##### To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 10½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 10½d. per 100 sheep or lambs.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 3,000 sheep or lambs handled daily per employee and thereafter an additional rate of 9d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee, and thereafter an additional 9d. per 100 sheep or lambs.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 79s. 0-38d. plus 1s. 3d. war loading (total 80s. 3-38d.) per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs i.e. sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—To the daily earnings of each pieceworker (other than learners) the sum of 4s. 7½d. shall be added in accordance with clause 41.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 6-65d. plus 1d. war loading (total 4s. 7-65d.) per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, sawing sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—To the daily earnings of each pieceworker the sum of 4s. 7½d. shall be added in accordance with clause 41.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on .. 72s. 8-47d. plus 1s. 3d. war loading (total 73s. 11-47d.) per 100 calves

Calves 100 lb. and under, skin off .. 103s. 0-68d. plus 1s. 3d. war loading (total 104s. 3-68d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on .. 92s. 4-31d. plus 1s. 3d. war loading (total 93s. 7-31d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off .. 130s. 10-295d. plus 1s. 3d. war loading (total 132s. 1-295d.) per 100 calves

Calves, 151 lb. to 200 lb., skin on .. 110s. 9-11d. plus 1s. 3d. war loading (total 112s. 0-11d.) per 100 calves

Calves, 151 lb. to 200 lb., skin off .. 162s. 1-746d. plus 1s. 3d. war loading (total 163s. 4-745d.) per 100 calves.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

Calf skimmers engaged skinning cold calves—

50s. 9-22d. plus 1s. 2½d. war loading (total 51s. 11-62d.) per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—9-606d. per carcass.

For the purposes of the daily tally:—

- A calf up to 64 lb. shall equal 1 calf.  
A calf 65 to 121 lb., shall equal  $1\frac{1}{2}$  calves.  
A calf over 121 lb., shall equal 2 calves.

**NOTE.**—To the daily earnings of each pieceworker the sum of 4s. 7½d. shall be added in accordance with clause 41.

Pros.

5. (a) Rates of pay to men slaughtering pigs—

Machine dehaired—	Total.
Up to 100 lb. .. .. .	13.138d. per head
101 lb. to 200 lb. .. .. .	17.376d. per head
Over 200 lb. .. .. .	28.625d. per head
Hand scudded—	
Up to 100 lb. .. .. .	22.533d. per head
101 lb. to 200 lb. .. .. .	28.625d. per head
Over 200 lb. .. .. .	45.526d. per head

If pigs are put through singeing machine 6½d. per head shall be added to the above rates.

These rates include 4 per cent. war loading.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

**NOTE.**—To the daily earnings of each pieceworker the sum of 4s. 7½d. shall be added in accordance with clause 41.

RATES OF PAY TO BONERS.

6. Boners may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices, which in respect of beef, mutton, pork, or veal shall not apply until the following daily quota has been completed:—

(a) (i) Beef, 9½ bodies:

(ii) Mutton, 65 carcasses.

(iii) Veal—

Up to 60 lb., 57 carcasses .. .. .	.. .. .	.. .. .	.. .. .	.. .. .
61 lb. to 120 lb., 38 carcasses .. .. .	.. .. .	.. .. .	.. .. .	.. .. .
121 lb. to 200 lb., 19 carcasses .. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Over 200 lb. to be paid for at beef prices.				

Veal to be ribbed out, or birdcaged.

(iv) Pork—

- (1) When boned out and rinded and defatted to the satisfaction of the employer—1,900 lb. per day.  
(2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—2,490 lb.

(b) Piece-work prices referred to above are—

(i) Mutton, 10.942d. for each additional carcass in excess of the daily quota.

Rams shall be paid for at double rates whenever done, and in addition an employee shall be paid 1½d. for each carcass ribbed out and birdcaged.

Sheep over 64 lb. to be paid for at rate and a half.

For the purposes of this sub-clause—

- Two flying foxes shall equal one carcass.  
Three trunks shall equal two carcasses.  
Three pairs of legs shall equal one carcass.  
Three pairs of loins shall equal one carcass.  
Three pairs of hindquarters shall equal two carcasses.  
Five pairs of fore-quarters shall equal two carcasses.  
One trunk with chump attached shall equal one carcass.

(ii) Beef, 5s. 5.652d. and 1s. 4.413d. respectively for each additional body or quarter of beef (all-in-weight) in excess of the daily quota.

Bulls shall be paid for at double rates whenever done.

For the purposes of this sub-clause—

- Five briskets shall equal one-quarter of beef.  
Four clods and stickings shall equal one-quarter of beef.  
Fifteen shins shall equal one-quarter of beef.  
Two necks and blades shall equal one-quarter of beef.  
Two ribs and two briskets shall equal one-quarter of beef.  
Three crops shall equal two quarters of beef.  
Three shoulders shall equal two quarters of beef.  
Three chucks and blades shall equal two quarters of beef.  
Three horses' heads under three ribs, shall equal two quarters of beef.  
Five butts shall equal two quarters of beef.  
Seven briskets with shin attached shall equal two quarters of beef.  
Three butts and rumps shall equal two quarters of beef.  
Three rumps and loins shall equal two quarters of beef.  
Seven briskets and shins with portion of the clod attached shall equal two quarters of beef over 150 lbs. at the rate applying for surplus fores.

Surplus fore-quarters being additional fore-quarters to the full bodies treated, horses' heads over three ribs shall be paid for at the following rates:—

Under 100 lb. .. .. .	.. .. .	1s. 4.413d. per quarter
101 lb. to 150 lb. .. .. .	.. .. .	1s. 8.119d. per quarter
Over 150 lb. .. .. .	.. .. .	1s. 9.884d. per quarter

Bone-in-weight.

Calves—for each additional carcass in excess of the daily quota—

Up to 60 lb., 10.942d. per carcass .. .. .	.. .. .	.. .. .	.. .. .
61 lb. to 120 lb., 1s. 4.413d. per carcass .. .. .	.. .. .	.. .. .	.. .. .
121 lb. to 200 lb., 2s. 8.826d. per carcass .. .. .	.. .. .	.. .. .	.. .. .

Over 200 lb. to be paid for at beef prices.

Veal to be ribbed out, or birdcaged.

For the purposes of this sub-clause—

- Two flying foxes of veal shall equal one carcass.  
Three trunks of veal shall equal two carcasses.  
Three pairs of legs of veal shall equal one carcass.  
Three pairs of loins of veal shall equal one carcass.  
Three pairs of hind-quarters of veal shall equal two carcasses.  
Five pairs of fore quarters shall equal two carcasses.

(d) Pork—for each additional amount in excess of the daily quota—

- (1) When boned out and rinded and defatted to the satisfaction of the employer—2s. 8.826d. per 100 lb.
- (2) When previously derinded and only requires boning and defating to the satisfaction of the employer—2s. 1.048d. per 100 lb.

Boners on piece-work shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

### RATES OF PAY TO SLICERS AND TRIMMERS.

7. Slicers and trimmers may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices which shall not apply until the following daily quota has been completed :—

- (a) (i) Beef—fourteen bodies, provided that when work is done on surplus fore-quarters as defined in clause 6 (b) (ii) the quota shall be :—

[illegible]

- (ii) Mutton—130 carcasses.

- (b) Piece-work prices referred to above are—

- (i) Mutton—4.437d. for each additional carcass in excess of the daily quota.

- (ii) Beef—3a. 5-204d. for each additional body in excess of the daily quota provided that when surplus fore-quarters as defined in clause 6 (b) (ii) are done the following prices shall be paid for each additional fore-quarter in excess of the daily quota—

Under 100 lb.	..	..	..	..	..	..	10-301d. per quarter.
101 lb. to 150 lb.	..	..	..	..	..	..	11-093d. per quarter.
Over 150 lb.	..	..	..	..	..	..	12-018d. per quarter.

- (iii) Veal—2·53d. for each carcass.

- (iv) Pork—to be treated at hourly rates.

- (c) Bull beef (excluding surplus fore-quarters) shall be paid for at 50 per cent. above ordinary rates.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

## 8.

WAGES.

### APPRENTICES AND IMPROVERS.

(Solo System only.)

	(Solo System only.)	Weekly Wage.
		<i>£ s. d.</i>
1st year's experience .. .. .	" " "	5 18 9
2nd   "                 "	" " "	7 12 3
3rd   "                 "	" " "	8 8 9
4th   "                 "	" " "	10 0 2
5th   "                 "	" " "	Minimum wage

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

## 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.

*Improvera.*

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.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.						
—	Wages per Day.	—	Wages per Day.					
			Ordinary Daily Wage.	War Loading Daily.	Total Daily Wages.			
	s. d.		s. d.	s. d.	s. d.			
16 years and under		Boners (Beef and Mutton) .. .. .	50	9 294	1	2 2/8	51	11 694
17 years ..	22 0 4	Head and Feet Boners—						
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting						
18 years ..	26 0 4	heads and removing brains						
18 years and under		(ii) Cattle—removing face pieces and cheeks, chopping						
19 years ..	29 0 4	heads, removing brains, skinning feet, removing						
19 years and under		sinews and hoofs .. .. .	42	11 1	0	9 2/8	43	8 5
20 years ..	33 0 8	Slicers and Trimmers .. .. .	47	3 256	0	9 3/8	48	0 856
20 years and under		Sheep Skin classers .. .. .	45	6 5	0	9 3/8	46	4 1
21 years ..	38 0 8	Labourers trimming, cleaning, scalding, and picking tripe	42	11 1	0	9 2/8	43	8 5
		Skin shed labourers .. .. .	42	6 5	0	9 3/8	43	4 1
		Other Labourers .. .. .	42	6 5	0	9 2/8	43	4 1

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

**TIMES OF BEGINNING AND ENDING WORK.**

- ### 9. Skin Shed Labourers—

From Monday to Friday inclusive	..	..	..	..	..	7.30 a.m.	..	5 p.m.
---------------------------------	----	----	----	----	----	-----------	----	--------

Boners, slicers, and trimmers, boners' labourers and other labourers may, by mutual arrangement with the employer, commence not earlier than 7 a.m. and not later than 7.30 a.m.

## HOURS.

10. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days (Monday to Friday inclusive), provided that employees if required shall work reasonable overtime on such days and on Saturdays for which overtime rates shall be paid and provided further that any employee who fails to work such overtime shall only be paid for the time actually worked.

## OVERTIME.

11. All time worked in excess of eight hours on Monday to Friday inclusive and all time worked on Saturday shall be paid time and a half or rate and a half provided that employees required to work on Saturday shall be guaranteed a minimum of two and a half hours work or pay for same at penalty rates.

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

## DEFINITION.

12. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, working in the beef house for the purpose of learning the trade.

## WAITING TIME.

13. (a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 6s. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within five minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 6s. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

## MEAL TIME.

14. (a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

## SMOKOS.

15. All employees shall be allowed fifteen minutes smoko between 9 a.m. and 10 a.m., and fifteen minutes smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

## GRINDSTONES.

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

## WATERPROOF CLOTHING.

17. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers, and to employees engaged cleaning, scalding, and picking tripe. Canvas aprons shall be provided to employees treating offal. Such boots and aprons shall remain the property of the employer.

## SPECIAL RATES.

18. Slaughtermen shall be paid double rate and all other employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

## HOLIDAYS.

19. (a) All employees shall be entitled to the ten holidays hereinafter mentioned, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, and that they have been in the employ of their present employer during the month immediately preceding such week, viz.:—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; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(b) Slaughtermen shall be paid for the holidays mentioned in sub-clause (a) hereof at the average of their daily earnings for the week immediately preceding such holiday, and other employees shall be paid at the ordinary daily rates of pay.

## ANNUAL HOLIDAY AND SICK LEAVE.

20. (a) 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 1s., plus postage.)

(b) For the purpose of this clause 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piecework rates of pay as the case may be.

## WORK TO BE PERFORMED.

21. An employee shall perform such work as the employer or his representative shall from time to time require on the days and during the hours usually worked by the class of employee affected.

## WEIGHTS.

22. All weights referred to shall mean the frozen weights of animals slaughtered.

## SKINS.

23. Skins and hides shall be taken off free from cuts and tears.

## TALLY BOARD.

24. Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

## PAY DAY.

25. Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

## MEAL ALLOWANCE.

26. Employees required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. 6d. in addition to any overtime payment to which they may be entitled.

## KNIVES TO BE SUPPLIED.

27. 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.

## RIGHT OF ENTRY.

28. 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 visits 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 allege 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.

## SECTION B.

## DROVERS, STOCKMEN, OR PENNERS-UP.

## 29. ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—43s. 5·3d. plus 6d. war loading (total, 43s. 11·3d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—13s. 7·87d. plus 2d. war loading (total, 13s. 9·87d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—15s. 8·77d. plus 2d. war loading (total 15s. 10·77d.), per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—13s. 2·27d. plus 2d. war loading (total 13s. 4·27d.), per trip.

Men droving stock from Newmarket Sale Yards to—

- (a) Western and Murray, Geelong-road, Brooklyn .. .. } 42s. 1·9d. plus 6d. war loading
- (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn .. .. } (total, 42s. 7·9d.), per trip.
- (c) Sims Cooper Freezing Works, Newport .. .. } 49s. 2·3d. plus 6d. warloading
- .. .. } (total 49s. 8·3d.), per trip.

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—74s. 2·92d., plus 6d. war loading (total, 74s. 8·92d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

44s. 1·15d. plus 9<sup>3</sup>/<sub>4</sub>d. war loading (total 44s. 10·75d.), per day.

All others—

42s. 8·9d. plus 7<sup>1</sup>/<sub>4</sub>d. war loading (total, 43s. 4·1d.), per day.

## 30. JUVENILE WORKERS.

						Wages per Day.
						s. d.
16 years of age and under 17 years of age	..	..	..	..	..	22 0·4
17 years of age and under 18 years of age	..	..	..	..	..	26 0·4
18 years of age and under 19 years of age	..	..	..	..	..	29 0·4
19 years of age and under 20 years of age	..	..	..	..	..	33 0·8
20 years of age and under 21 years of age	..	..	..	..	..	38 0·8

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

## TIME OF BEGINNING AND ENDING WORK.

31. Monday to Friday .. .. Time of Beginning. Time of Ending.  
.. 6 a.m. .. 6 p.m.

## OVERTIME.

32. (a) Outside the times of beginning and ending work .. .. }  
(b) Within the times of beginning and ending work in excess of 9 hours in any one day or 40 hours .. .. } Time and a half.  
in any one week .. .. }  
(c) All work done on Saturday .. .. }

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

## SPECIAL RATES.

33. Employees shall be paid double time for all work done on Sundays, 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; provided that employees called upon to work on any of the aforementioned days shall be paid for a minimum of four hours' work; provided further that men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works shall not be entitled to double time for work done on Sundays.

## ANNUAL LEAVE OF ABSENCE.

34. (a) 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 1s., plus postage.)

(b) For the purpose of this clause, 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piece-work rates of pay as the case may be.

## PAYMENT OF WAGES.

35. Wages shall be paid weekly and not later than Friday.



## EXPENSES.

36. The employer shall pay all out-of-pocket expenses reasonably and necessarily incurred by the employee whilst on trips to the country for the purpose of lifting stock.

## MEAL ALLOWANCE.

37. Employees required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. 6d. in addition to any overtime payment to which they may be entitled.

## RIGHT OF ENTRY.

38. 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 visits 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 right of entry.

## ALLOWANCE FOR DOGS.

39. An amount of two shillings per day shall be paid by the employer to each drover, stockman, or penner-up towards the maintenance of the dog or dogs (irrespective of the number) used by each such drover, stockman, or penner-up in the course of his carrying out the job or service required by that employer.

## ARTICLES TO BE SUPPLIED.

40. The following are to be supplied by the employer and are to remain his property and if not returned when required shall be paid for by the employee:—

- (a) Muzzles for dogs.
- (b) Raincoats to drovers on outside work, and
- (c) Hurricane lamps, when necessary, to drovers.

## PERIODICAL ADJUSTMENT OF WAGES.

41. The wages rates set out in clauses 2 to 8 (inclusive), 29, and 30, 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 from time to time in accordance with the variations in the said basic wage as follows:—

- (a) The daily earnings of pieceworkers (except learners) in clause 2 shall be increased or decreased by 2½d. for every 1s. increase or decrease in the basic wage.
- (b) For every 1s. increase or decrease in the basic wage an amount of .048d. shall be added to or subtracted from the daily earnings of pieceworkers for sick leave loading.
- (c) All other rates shall be increased or decreased in proportion to the increase or decrease in the basic wage plus or minus a sick leave loading of .048d. per day for each 1s.

## 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 14 0	6 0	7 0 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

42. (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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 40.

(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 the 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.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 25th August, 1950.





# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

**NOTE.**—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.

2. This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

**I**n accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of—

- (a) any article of men's or boys' clothing (whether made to order or otherwise), mercery, or wearing apparel, including underclothing, hats, and caps;
- (b) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing," has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence on or after the 15th September, 1950, the last previous Determination of this Board as amended by the Determination of the Industrial Appeals Court dated the 5th day of December, 1949, shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.			Other Employees.		
• Wages per Week of 40 Hours.			• Wages per Week of 40 Hours.		
Age.	Females Employed in Dress, Manchester, Drapery Furnishings, Prints, Silks, or Men's Clothing Departments, and All Males.	Other Females.		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	s. d.	s. d.	Males.	s. d.	s. d.
Under 15 years of age ..	46 0	38 6	Manager (other than department manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop .. ..	197 6	194 6
At 15 " " " ..	46 0	38 6	Department manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department .. ..	187 6	184 6
" 16 " " " ..	55 6	46 0	Person in charge of an order tailoring establishment .. ..	191 6	188 6
" 17 " " " ..	71 6	56 0			
" 18 " " " ..	90 0	69 6			
" 19 " " " ..	111 6	80 6			
" 20 " " " ..	139 0	94 0			

\* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

Apprentices or Improvers.	Other Employees.		
	* Wages per Week of 40 Hours.		
PROPORTION (in any Shop or Place).		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
APPRENTICES.	<i>Males.</i>	<i>s. d.</i>	<i>s. d.</i>
	Pattern-men, assemblers, or salesmen .. .. .	177 0	174 0
One male apprentice to every three or fraction of three male workers receiving not less than 174s. per week of 40 hours.	Canvassers, who are in any way connected with the sale of goods .. .. .	180 0	177 0
	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods .. .. .	180 0	177 0
<i>Females.</i>	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department .. .. .	176 6	173 6
	Packers or storemen .. .. .	172 0	169 0
One female apprentice to every three or fraction of three female workers receiving not less than 116s. 6d. per week of 40 hours.	Porters .. .. .	164 0	161 0
	All others .. .. .	177 0	174 0
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	<i>Females.</i>		
	Manageress (other than department manageress)—		
IMPROVERS.	(a) A person (other than a person provided for under (b) hereof) entrusted with the control of superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, men's clothing, or female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop .. .. .	191 6	188 6
	(b) A person working singly or in control of not more than three salesmen or saleswomen entrusted with the control or superintendence of a shop stocking female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his or her whole time to the management of the said shop .. .. .	152 0	149 0
Two female improvers to one female person } receiving not less than 116s. 6d. per week of 40 hours.	Department or section manageress—		
	(a) In control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing, departments, or section thereof, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof .. .. .	183 0	180 0
Four female improvers to two female persons, and thereafter—	(b) In control of three or more saleswomen 21 years of age or over in any other department, or section thereof notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof .. .. .	139 6	136 6
	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments .. .. .	177 0	174 0
One female improver to each additional female person	Other saleswomen or pattern women, or assemblers .. .. .	120 0	117 0
	Packers .. .. .	162 6	159 6
Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.	Canvassers who are in any way connected with the sale of goods .. .. .	120 0	117 0
	Porters .. .. .	162 6	159 6
	All others .. .. .	120 0	117 0

\* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

#### DETERMINATION TO BE AVAILABLE FOR INSPECTION.

3. An employer shall cause to be kept in a conspicuous place, a copy of this Determination, on each floor of a building where work covered by this Determination is being performed. Such copy of the Determination shall readily be available for inspection at any time.

#### FLOOR SUPERVISORS, FLOOR WALKERS AND/OR SUPERINTENDENTS.

4. Floor supervisors, floor walkers and/or superintendents shall be paid 5 per centum over and above the rate fixed for persons 21 years or over, provided that any person acting as floor supervisor, floor walker and/or superintendent for less than 20 hours in any one week shall not be entitled to the additional 5 per centum.

#### TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
5. On the usual half-holiday .. .. .	9.5 a.m.	noon.
On the other working days of the week .. .. .	9.5 a.m.	5.30 p.m.

#### OVERTIME.\*

6. The following rates shall be paid for all work done:—

- (a) By persons (including apprentices and improvers) employed as salesmen or saleswomen —
- (1) Before 9 a.m. .. .. . Five times the ordinary rate.
  - (2) Outside the times of ending work .. .. . Double time.
  - (3) Within the times of beginning and ending work in excess of 40 hours .. .. . Double time.
- (b) By all other persons (1) Outside the times of beginning and ending work .. .. . Double time.
- (2) Within the times of beginning and ending work in excess of 40 hours .. .. . Double time.

\* NOTE.—Section 117 (2) Act 3677 provides that:—Any person may, if notice in writing has previously been sent to the chief inspector, be employed in any shop or at any work in connexion with a shop for any time not exceeding three hours in any one day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connexion with a shop any such person is so employed shall not exceed twenty-five.

Section 105, however, makes it an offence for an employer to detain an employee later than half an hour on a half-holiday.

NOTE.—Section 174 of the Factories and Shops Acts provide that where any person is employed to perform two or more classes of work to which a rate fixed by a Wages Board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

**MEAL MONEY.**

7. Any employee required to work after the usual finishing hour of work or before the usual commencing hour of work beyond one hour shall be paid not less than 3s. 6d. meal money in addition to the overtime rates as prescribed for in this Determination.

**TERMS OF EMPLOYMENT.****(a) Contract.**

8. A contract of employment (to be signed on the day of commencing duty) as prescribed herein containing the nature of the relevant engagement and specifically stating whether such engagement is for weekly, part time or casual employment shall be signed by the employer (or his representative) and the employee. A copy of the contract of employment shall in each case be given by the employer to the employee at the time of the signing of such contract.

**(b) Weekly Employment.**

Except as hereinafter provided employment shall be by the week and a weekly employee who is ready willing and available to work the number of hours prescribed herein as a week's work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked not exceeding 40: provided however, that such an employee not attending for duty except as provided by clause 14 (sick leave) hereof shall lose his or her pay for the actual time of such non-attendance.

Provided further that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing sick leave under this Determination.

**(c) Part Time.**

A weekly employee not ready willing and available to work the full number of hours normally worked by employees of similar classification with the same employer, but who is ready willing and available to work a specified lesser number of hours at his or her own request shall be paid *pro rata* the wages prescribed herein for 40 hours work according to the number of hours worked: provided that the proportion of part time employees in any shop shall not exceed one for each three or fraction of three engaged as weekly employees.

**(d) Casual Employment.**

Where a person is ready willing and available to work the number of hours required by an employer such being less than the number of hours prescribed herein as a week's work he or she shall be paid as follows:—

For time worked up to the first 20 hours—

1. In any week in which two or more Public Holidays occur at the ordinary wages rate plus 50 per cent.
2. In any other week at the ordinary wages rate plus 33½ per cent.; with a minimum payment as for four hours' work on any day, and for time worked beyond the 20 hours aforesaid—the ordinary wages rate; provided that the total amount payable, excluding any overtime, shall not exceed the wage prescribed for a week's work.

**(e) Contract of Employment.**

I, ..... of ..... hereby agree to accept the position of ..... as a ..... at a commencing wage of ..... (per week, per hour, etc) and I, ..... hereby agree to the said employment on the above-mentioned terms.

Dated ..... 19 .....

Signed by the said Employee .....

Signed by the said Employer .....

(f) Provided always that any employee who under his contract of employment is required to work less than 25 hours per week, but who is required to work for any period during a Friday or a Saturday shall be deemed a casual employee and any employee who under his contract of employment is required to work less than 20 hours per week or in any week shall be deemed a casual employee and paid accordingly.

**MEAL INTERVALS.**

9. All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals viz.:—

From Monday to Friday, one hour for lunch between noon and 3 p.m.

**REST PERIOD.**

10. All employees shall be allowed two rest intervals on each day (Monday to Friday inclusive) as follows:—(a) The first of ten minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

**TERMINATION OF EMPLOYMENT.**

11. Except in a case where an employee or an employer has been guilty of misconduct, or where an employer has been engaged temporarily for a period not exceeding six weeks in duration, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited, as the case may be, in lieu thereof.

**NOTICE OF INTENTION TO RATION.**

12. Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

**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 1s., plus postage.)

**SICK LEAVE.**

14. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service;
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above 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 the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

## SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

15. The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—

Sunday .. .. . Double time.

New Years Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, Boxing Day, and after 12.30 p.m. on Show Day in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946* as are within the area to which this Determination applies.. .. Double time.

Easter Saturday—

(a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne .. .. . Five times the ordinary rate.

(b) In all other places where this Determination applies .. .. . Double time.

But if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

## HOLIDAYS.

16. A weekly employee shall be entitled to the Public Holidays mentioned in clause 15 without deduction of pay.

## BICYCLE ALLOWANCE.

17. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 1s. 6d. per week in addition to the ordinary wage shall be paid to such employee.

## REFERENCE.

18. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

## TIME AND WAGES RECORDS.

19. An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia. Provided that an inspection shall not be demanded unless the Secretary or other paid official of the union suspects that a breach of the Determination has been committed.

## PAYMENT OF WAGES.

20. All wages due shall be paid not later than Thursday in each week, and must be paid during working hours.

21. Any party to this Determination shall have leave to apply to the Industrial Appeals Court for a revision of clause 8 of this Determination at any time and from time to time after the expiration of six months from the date of its Determination of the 5th December, 1949.

## PERIODICAL ADJUSTMENT OF WAGES.

22. The wages 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 by the same amount and at the same time as such Basic Wage as prescribed by clause 23.

Provided that the wages of employees receiving less than the amount of the total basic wage shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded, provided further that the rates prescribed for adult females outside the Metropolitan District shall in each case be 3s. less than the appropriate rates prescribed within such District.

## Basic Wage.

Place.	Needs Basic Wage. (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria .. .. .	6 14 0	6 0	7 0 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

23. (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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 22.

(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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 31st August, 1950.



# VICTORIA GOVERNMENT GAZETTE.

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No. 796]

THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE ROOFING TILES BOARD.

NOTE.—(i) This Determination applies to the whole of the State of Victoria.

(ii) The Pottery Board previously covered these employees, but by Orders in Council dated the 11th June, 1946, and the 26th November, 1946, it was deprived of such powers, and some were conferred upon the Roofing Tiles Board.

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—

(i) the process, trade, or business of making roofing tiles (other than roofing tiles made of cement), and all accessories for such roofing tiles; air vents, chimney pots, agricultural pipes, terra cotta lumber, and flower pots;

(ii) the digging of clay incidental to the manufacture of the above-mentioned articles".

has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence on or after 19th September, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

### (1) APPRENTICES OR IMPROVERS.

MALES.

Wages per Week of 40 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age .. ..	At the Rates prescribed for Adults	33 9	1 3	2 3	37 3
15 years of age .. ..		39 0	1 6	2 9	43 3
16 " " .. ..		45 0	1 6	3 3	49 9
17 " " .. ..		53 9	1 9	3 9	59 3
18 " " .. ..		72 3	2 6	5 0	79 9
19 " " .. ..		85 3	3 0	6 0	94 3
20 " " .. ..		105 0	3 9	7 3	116 0

## FEMALES.

## Wages per Week of 40 hours.

	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.
Under 15 years of age .. .. .	33 3	1 3	2 3	36 9
15 years of age .. .. .	38 6	1 3	2 9	42 6
16 " " .. .. .	43 9	1 6	3 0	48 3
17 " " .. .. .	46 9	1 9	3 3	51 0
18 " " .. .. .	53 0	1 9	3 9	58 6
19 " " .. .. .	60 9	2 0	4 3	67 0
20 " " .. .. .	67 0	2 3	4 9	74 0

(b) Notwithstanding anything contained in the schedules of rates prescribed in sub-clause (a) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 3d.

Proportion (in any factory or place).

## Apprentices.

(c) One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.  
One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

## Improvers.

Such number of male improvers as shall not, together with apprentices, exceed in the aggregate, two to every four, or fraction of four male adult weekly workers receiving not less than the minimum wage.

Such number of female improvers as shall not, together with apprentices, exceed in the aggregate, two to every five, or fraction of five female adult weekly workers receiving not less than the minimum wage.

## (II) ALL OTHER EMPLOYEES.

## MALES.

## Wages Per Week of 40 Hours.

	s. d.
Burner .. .. .	168 0
Burner's Assistant .. .. .	164 0
Damperman and/or kiln cleaner .. .. .	161 0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools) .. .. .	173 0
Faceman or man drilling or using explosives in quarry of face 25 feet or less .. .. .	175 0
All other facemen .. .. .	177 0
All other clayhole men including men digging and/or wheeling raw lump clay (Employer to provide tools) .. .. .	167 0
Drawer .. .. .	167 0
Setter .. .. .	171 0
Mouldmaker (including plaster die making) .. .. .	171 0
Flower pot, or flower pot saucer throwers .. .. .	171 0
Maker on press (screw or lever type) .. .. .	167 0
Hand presser and moulder .. .. .	171 0
Crusher or grinding pan attendant .. .. .	167 0
Loftman .. .. .	164 0
Man sorting roofing tiles .. .. .	164 0
Packer into rail trucks .. .. .	164 0
Man feeding and/or taking off tile press .. .. .	167 0
Tile feeder's assistant .. .. .	161 0
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	164 0
Racker or wheeler who also racks .. .. .	164 0
Other tile wheeler .. .. .	161 0
Dresser or trimmer (dry tiles) .. .. .	161 0
Waste-man or other unskilled man .. .. .	161 0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger) .. .. .	171 0
Wire cut attendant, column man, and/or off bearer from a wire cut machine .. .. .	164 0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection) .. .. .	167 0

## FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

## TIME OF BEGINNING AND ENDING WORK.

3. For all persons except burners and other shift-workers:—

Time of Beginning.	Time of Ending.
7.15 a.m. .. .. .	noon on Saturday or the day on which the half holiday is locally observed.
7.15 a.m. .. .. .	5 p.m. on the other five working days of the week.

## OVERTIME.

4. \*(a) By persons employed as burners in excess of 8 hours on any one shift and 40 hours in any one week Time and a half.

\*(b) By any other person:—

- (i) Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work .. .. . Time and a half.
- (ii) Outside the hours fixed as the time of beginning and ending work .. .. . Time and a half.

For the purpose of calculating overtime in placitum (b) (i) all overtime shall be on a weekly basis, and time lost because of:—

- (i) sick leave prescribed in clause 11 hereof.
- (ii) any of the holidays prescribed in clause 9 hereof.
- (iii) absence, for any reason, with the approval of the employer, or
- (iv) being stood down by the employer for any reason other than misconduct,

shall be regarded as having been worked.

\* Provided that where a burner is required within eight hours of commencing or finishing a shift as a burner to do any work for which a rate other than that prescribed for a burner is fixed, he shall be paid for such shift work as a burner and for such other work as follows:—(i) For the first eight hours worked, whether at burning or such other work, ordinary pro-rata payment according to the class of work done; (ii) For the hours worked in excess of the first eight hours referred to in (i) hereof whether at burning or otherwise, payment for such excess at the overtime rate prescribed for such work.

A burner shall be paid for the full number of hours of the shift worked.



## EXTRA RATES FOR SHIFT WORKERS (INCLUDING BURNERS).

5. An addition of ten per cent. to the ordinary rates prescribed in clause 2 hereof for the occupation concerned shall be payable to shift workers for any work, including overtime, performed by them between 6 p.m. and 6 a.m.; and any extra payment, as prescribed in clause 4 hereof, for overtime performed by such workers between the said hours, shall be calculated on the aforesaid ordinary rates.

## ALLOWANCES.

6. (a) Any burner or burner's assistant using coal or mixed fuel, not including oil, gas, or briquettes solely, shall be paid an allowance of 5s. per week. Such allowance shall not be taken into account in computing overtime, or the extra rates for shift workers prescribed in clause 5 hereof.

(b) Burners, drawers, wheelers from kiln, clayhole men, and damper men shall receive an allowance of 3d. per day or part thereof for wear and tear of boots.

## SPECIAL RATES.

7. Double time shall be the rate payable to all employees for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable for work done only on the day so substituted.

## HOLIDAYS.

8. (a) All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day;

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

## TERMINATING EMPLOYMENT IN RELATION TO A HOLIDAY.

(b) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

## MIXED FUNCTIONS.

9. On any day or shift any employee (other than a burner) required to perform work of a higher grade, shall be paid, whilst so employed, the wages attaching to such higher grade, provided that in the case of any such employee being required to perform the work of a higher grade for more than one half the number of hours fixed for a week's work he shall be paid at the higher rate for the whole of the week. In the case of any employee being required to perform the work of a lower grade than that to which he is classed, he shall not suffer any reduction of pay by reason only of his working temporarily out of his grade. Such work shall not be considered temporary if it continues for more than one week.

## ANNUAL HOLIDAY.

10. 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.

## SICK LEAVE.

11. (a) Where an employee has been in the industry for a period of not less than three months immediately prior to his or her becoming disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he or she shall, on account thereof, be entitled without deduction of pay at ordinary rates, to absent himself or herself from work for a period not exceeding in the aggregate four days in any year of employment in the industry.

(b) For the purpose of administering sub-clause (a) hereof an employer may, within two weeks of the employee entering his employment, require such employee to make a sworn declaration or provide other satisfactory evidence as to what paid sick leave of absence he or she has had from any employer within the industry during the previous twelve months.

(c) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed therein is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year up to a period not exceeding twenty days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

(d) For the purpose of administering sub-clause (c) hereof, service prior to the 1st July, 1943, shall be disregarded.

## MORNING TEA INTERVAL.

12. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

## TEA MONEY.

13. An allowance of 2s. for tea money, shall be made where work extends for more than two hours beyond the usual time of ending work.

Any such allowance shall be made prior to the meal interval on the day on which such overtime is worked.

## WET PLACES.

14. An employee who is required to work in water and/or slurry of two inches or more in depth shall be paid an additional 3d. per hour whilst so required to work.

## CRIB TIME.

15. A crib time not exceeding 30 minutes in a working shift of 8 hours shall be allowed clay hole men working underground in shaft or tunnel at a depth of 100 feet or over from the surface. Such crib time shall be counted as time worked.

## PAYMENT OF WAGES.

16. Except where otherwise mutually agreed between an employer and an employee wages due shall be paid before the usual finishing hour for the day, and not later than Friday in each week.

## DIRTY WORK.

17. Where an employee is engaged on work which the employer, or in his absence his accredited representative, agrees is of an unusually dirty or offensive nature, he shall be allowed reasonable time off during working hours to enable him to cleanse himself by means of a shower, or other washing facilities reasonably sufficient to accomplish such purpose.

## DEFINITION.

18. Burner's assistant is an employee (exclusive of a regular burner) who works with and assists a burner in the operation of burning a kiln.

## PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

19. 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 provided that any 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 rates that are fixed by the Board for such work.

## FIRST-AID ROOM.

20. In any establishment with more than five employees the employer shall provide a cubicle or room for the sole purposes of treating injuries. Such cubicle or room shall be equipped with adequate first-aid facilities, and a stretcher.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be Kept in Ambulance Chest—
Antiseptic solution .. .. .	1 bottle
Bandages, cotton and gauze .. .. .	1 dozen assorted sizes
Castor oil .. .. .	2 oz.
Iodine, tincture of .. .. .	2 oz.
Manual, first-aid .. .. .	1
Petrolatum, carbolyzed .. .. .	1 jar
Pieric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered pieric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water ..	1 pint
Pins, safety .. .. .	1 packet
Sal volatile .. .. .	6 oz.
Scissors .. .. .	1 pair
Tourniquet .. .. .	1
Tweezers .. .. .	1 pair
Cotton, absorbent .. .. .	} An adequate assortment
Gauze, sterilized, plain .. .. .	
Lint, absorbent .. .. .	
Plaster, adhesive .. .. .	

## PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates 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 22. Provided that the wages of Apprentices or Improvers shall be adjusted proportionately to adjustments of the basic wage. Such adjustments shall be computed to the nearest 3d., half or less than half of 3d. to be disregarded.

## Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria .. .. .	6 14 0	6 0	7 0 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

22. (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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 21.

(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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 4th September, 1950.



# VICTORIA GOVERNMENT GAZETTE.

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No. 797]

THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE PAINT AND COLOUR 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 since the 4th February, 1936, has had the power to determine the lowest prices or rates which may be paid to any persons—

- (a) employed in the trade of preparing any kind of paint, varnish, enamel or colour, either wet or dry;
- (b) employed in manufacturing titanium white or white lead,

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 22nd September, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### 2. IMPROVERS.\*

Males.				Wages Per Week of 40 Hours.	Females.				Wages Per Week of 40 Hours.
				s. d.					s. d.
15 years of age	..	..	..	61 6	16 years of age	..	..	..	51 0
16 years of age	..	..	..	63 0	17 years of age	..	..	..	61 0
17 years of age	..	..	..	81 3	18 years of age	..	..	..	72 3
18 years of age	..	..	..	96 6	19 years of age	..	..	..	84 0
19 years of age	..	..	..	112 0	20 years of age	..	..	..	99 0
20 years of age	..	..	..	133 0					

\*NOTE.—The board has determined, in accordance with section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

### PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

No. 797.—9482/50.—PRICE 6D.

## OTHER EMPLOYEES.

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

	Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Employed in manufacturing white lead.			
Employee engaged on lead filters .. .. .	.. .. .	.. .. .	172 0
Employee engaged on carbonators .. .. .	.. .. .	.. .. .	171 0
Employee engaged on lead dryers .. .. .	.. .. .	.. .. .	170 0
Employee engaged on lead melting kettles .. .. .	.. .. .	.. .. .	169 6
General process worker .. .. .	.. .. .	.. .. .	167 0
All others .. .. .	.. .. .	.. .. .	162 0
Elsewhere—			
Varnish maker or natural gum runner .. .. .	189 0	3 0	192 0
Oil boiler or burner or chemical colour maker .. .. .	183 0	3 0	186 0
Tinter of paint, lacquer or enamel .. .. .	179 0	3 0	182 0
Varnish maker's assistant .. .. .	168 0	3 0	171 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker .. .. .	166 0	3 0	169 0
All other males .. .. .	159 0	3 0	162 0
All other females .. .. .	106 3	3 0	109 3

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid not less than ten shillings per week in addition to the rates specified.

## HOURS OF EMPLOYMENT.

## Day Workers.

3. The ordinary hours of employment shall be 40 per week to be worked in five days, Monday to Friday inclusive, of 8 hours each continuously except for meal breaks, between 7.30 a.m. and 5.30 p.m.

The commencing and finishing times once having been determined shall be alterable only by agreement or by the employer giving the employees at least seven days' notice of the alteration.

## OVERTIME.

4. For work done outside the ordinary hours, or in excess of 8 hours on any day, the rate of pay shall be time and a half for the first two hours and double time thereafter.

## CALCULATING OVERTIME WHEN HOLIDAY OCCURS.

5. If in any week there occurs a holiday to which an employee, whether a shift worker or not, is entitled under clause 7, then such time as would ordinarily have been worked on such day shall, for the purpose of calculating overtime, be regarded as time worked.

## SPECIAL RATES.

6. Double time shall be the rate payable to all persons for all work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, and New Year's Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

## HOLIDAYS.

7. All employees shall be entitled to the following holidays without deduction of pay :—Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, and New Year's Day.

Provided that any employee who is absent from his employment on the working day before or after a holiday without reasonable excuse or without the employer's consent shall not be entitled to payment for such holiday.

## SHIFT WORK.

8. (a) Employees on shifts shall work such shifts up to five per week as may be required.

(b) A shift shall consist of eight hours, inclusive of 20 minutes for meal breaks.

(c) Shift workers whilst on afternoon or night shift shall be paid ten per cent. more than ordinary rates for such shifts.

Provided that an employee who works on a night shift which does not rotate with some other shift or with day work so as to give him at least one third of his working time off night shift, shall be paid at the rate of time and a quarter for the ordinary working hours on such night shifts.

(d) Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights shall be paid at the rate of time and a half.

(e) For all time worked before or after the ordinary starting or finishing time of his shift or in excess of 8 hours on any day a shift worker shall be paid at overtime rates in accordance with the provisions of clause 4 hereof.

(f) An employee shall not be required to work more than one shift in each 24 hours, except in an emergency or when the relief does not report for duty.

(g) Shift rosters shall specify the commencing and finishing times of the ordinary working hours of the respective shifts. These times once having been determined may be varied by agreement between the employer and the representative of the Union or, failing agreement, by seven days' notice given by the employer to the employees concerned.

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

## MIXED FUNCTIONS.

9. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift: if for less than half of one day or shift he shall be paid the higher rate for the time so worked.

## BOOTS, GLOVES, OVERALLS, AND RESPIRATORS.

10. (a) The employer shall provide free of cost to the employee the following :—
- (i) Two pairs of overalls per year to each employee.
  - (ii) Gloves and one pair of boots per year to employees in the varnish section.
  - (iii) One pair of boots per year to employees in the grinding and mixing section.
  - (iv) Rubber boots and gloves to employees in wet colour making and in caustic.
  - (v) Gloves to yardmen when handling drums.
- (b) On the request of any employee using or handling dry pigments or gums, he shall be supplied with a respirator by his employer free of cost.
- No two employees shall be required to use the same respirator, but a previously used respirator may, after sterilization, be given up to the exclusive use of another employee.

## MEAL INTERVAL.

11. A meal interval of 45 minutes shall be given between 11.30 a.m. and 1.30 p.m. Any employee not having received the prescribed meal interval by 1.30 p.m. shall, until relieved for such meal interval, be paid at the rate of double time for all time worked after 12.45 p.m.

## BOILING WATER.

12. A sufficient supply of boiling water for all employees shall be provided at meal times.

## MEAL ALLOWANCE.

13. A meal allowance of 3s. shall be paid to employees on any day when required to work for a period of not less than one hour after the usual finishing time unless notice has been given the day before such extra time is worked.

## WASHING AND CLEANING TIME.

14. Employees shall be allowed five minutes in the employer's time for cleaning and washing before any meal time and before finishing time daily. Hot water and soap shall be supplied by the employer for the use of his employees.

## TERMS OF ENGAGEMENT.

15. (a) No employee shall be employed other than as a weekly employee.
- (b) A weekly employee, to become entitled to the weekly wage prescribed by this Determination, must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.
- (c) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, neglect of duty or misconduct (in which case wages shall be paid up to time of dismissal only without any allowance for holiday pay) 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, or any case for which the employer cannot be reasonably held responsible.

## SICK LEAVE.

16. (a) An employee on weekly engagement who has been in the service of an employer for three months and who is absent from work on account of personal illness, or on account of injury by accident arising out of or in 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 worker's compensation.
  - (ii) He shall prove to the satisfaction of his employer 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 within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty.
  - (iv) He shall not be entitled in any year to leave in excess of 40 hours of working time.

*Cumulative Sick Leave.*

- (b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above 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 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay. For the purpose of this sub-clause service prior to the 1st June, 1946, shall be disregarded.

*Attendance at Hospital, &c.*

- (c) Notwithstanding anything contained in sub-clause (a) hereof, an employee suffering injury through an accident arising out of, and in course of his employment necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction of 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.
- (d) For the purposes of this clause "year" means the period between the 1st day of June in each year and the next 31st day of May.

## ANNUAL HOLIDAY.

17. 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 1s. plus postage.)

## DEFINITIONS.

18. Varnish maker is one who (a) is capable of selecting in their proper proportions the ingredients necessary for making standard varnishes, and (b) has the duty of combining these ingredients by the application of heat at the proper time in their proper order and at their proper temperatures, and (c) is so employed, and includes a runner of natural gum.
- Tinter of paint, lacquer or enamel is one who is invested with discretion as to the kind and quantity of colouring matter to be added to a mixture in order to make it conform to a certain specified colour, or to match a given colour sample or colour standard.

## RIGHT OF ENTRY OF UNION OFFICIAL.

19. A duly accredited representative of the Federated Miscellaneous Workers' Union of Australia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate union business on the following conditions:—

- (a) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.
- (b) That he interview employees in a room provided for the purpose by the employer, which room should be adequate to accommodate, at the same time, the whole of the employees subject to this Determination. Where no such room is provided the representative shall be permitted to interview employees where they are taking their meal.
- (c) That not more than one representative in all be in any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) That if any employer alleges that a representative is unduly interfering with his workshop, 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.

## PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates for "other Employees" 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, this Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 21. Provided that the wages of female adults, shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

## 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 14 0	6 0	7 0 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

21. (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, 1950, the amounts of the basic wage shall be as prescribed in clause 20.

(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) *Male Improvers.*—The rates for male improvers shall be the undermentioned percentages of the total basic wage payable from time to time, such rates to be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

Age.	Percentage of Total Basic Wage.
15 years of age .. .. .	44
16 years of age .. .. .	48½
17 years of age .. .. .	58
18 years of age .. .. .	69
19 years of age .. .. .	80
20 years of age .. .. .	95

(e) *Female Improvers.*—The rates for female improvers shall be 75 per cent. of the corresponding rate for male improvers, calculated to the nearest threepence, half or less than half of threepence to be disregarded.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th September, 1950.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 798]

THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE SAUSAGE CASINGS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of preparing or cleaning casings for sausages or similar products" has made the following Determination, namely:—

1. That on the 24th August, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

### WAGES.

#### Juvenile Workers.

								Per Week of 40 Hours.	
								Female Juveniles Employed at Selecting.	All Other Juvenile Workers.
								s. d.	s. d.
16 years of age or under	..	..	..	..	..	..	..	81 6	81 6
17 years of age	..	..	..	..	..	..	..	104 3	104 3
18 "	..	..	..	..	..	..	..	127 3	127 3
19 "	..	..	..	..	..	..	..	148 0	148 0
20 "	..	..	..	..	..	..	..	Adult female rate	184 0

								Per Week of 40 Hours.		
								Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.
								s. d.	s. d.	s. d.
<i>Other Employees.</i>										
Females employed at selecting	..	..	..	..	..	..	..	175 0	4 0	179 0
Other persons employed at casing factories	..	..	..	..	..	..	..	216 0	4 0	220 0

Wages per Day.			
Monday to Friday, inclusive.			
	Daily Rate.	War Loading (Non-Adjustable).	Total Daily Wage.
	s. d.	d.	s. d.
Pullers-off and strippers .. ..	43 2½	9½	44 0

## PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person under the age of 21 years shall be employed except as a "juvenile worker" as defined by clause 4.

## DEFINITION.

4. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Dry gut work, turning middles and bungs, blowing and tying weasands and bladders, measuring, selecting, salting, working behind scraping machines, splitting beef runners.

## 5. TIMES OF BEGINNING AND ENDING WORK:—

## Men Receiving and Tanking—

							Time of Beginning.	Time of Ending. Not later than
From Monday to Friday inclusive	..	..	..	..	..	..	8.30 a.m.	5.30 p.m.
Persons employed as pullers-off and strippers—								
From Monday to Friday inclusive..	..	..	..	..	..	..	7.45 a.m.	4.45 p.m.
All other employees—								
From Monday to Friday inclusive..	..	..	..	..	..	..	7.30 a.m.	4.30 p.m.

Provided that the times of beginning work for "All other employees" may be varied by mutual agreement between the employer and the employee.

## MEAL TIME.

6. (a) Persons employed as pullers-off and strippers shall be allowed a meal period of not less than one hour between 12 noon and 1.15 p.m.

(b) All other employees shall be allowed a meal period of not less than 45 minutes between 12 noon and 1 p.m.

(c) The meal periods provided for in sub-clauses (a) and (b) hereof shall not be calculated as time worked.

## OVERTIME.

7. All time worked outside the times of beginning and ending work each day or within such times in excess of 8 hours per day shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

## SPECIAL RATES.

8. Double time shall be paid for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

## HOLIDAYS.

9. (a) All employees shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly or daily rate of pay (as the case may be), provided that any such employee has been employed during any portion of the working week, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day.

(b) An employee to become entitled to payment for the holidays prescribed in sub-clause (a) hereof must have been in the employ of his present employer within one month immediately preceding such holiday.

## TERMS OF ENGAGEMENT.

10. Employment shall be by the week and any employee (other than pullers off and strippers) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination; provided that such employee not attending for duty shall, except as provided by clause 12 of this Determination, lose his pay for the actual time of such non-attendance.

## ANNUAL HOLIDAY.

11. 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.

## SICK LEAVE.

12. (a) Any employee, provided he has had at least three months' continuous employment with the employer, 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 his employer 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 40 hours of working time in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof if the full period of sick leave as prescribed above 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 80 hours of working time 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 8th June, 1943, shall be disregarded.

## TEA MONEY.

13. Employees required to work overtime for more than one and a half hours after the usual time of finishing work on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of three (3) shillings in addition to any overtime payment to which they may be entitled.

## FIRST AID KIT.

14. A first aid kit shall be available at all times and be under the care of a responsible person who shall attend to all cases requiring attention.

## APRONS AND LEGGINGS.

15. Aprons and materials for leggings for employees employed in cleaning sheds and abattoirs shall be provided free of charge by the employer.

## TERMINATION OF EMPLOYMENT.

16. Except in the case of pullers-off and strippers one week's notice of termination of employment shall be given by either employer or employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be. This shall not affect the right of the employer 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.

## PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates 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 18.



Provided that adjustments to the rates for adult daily paid employees and juvenile workers shall be made at the same time as follows:—

- (a) The wages per day payable to adult daily paid employees shall be increased or decreased by an amount of 2½d for every 1s. increase or decrease respectively in the basic wage.
- (b) The wages of juvenile workers shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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 14 0	6 0	7 0 0	Melbourne

*ADJUSTMENT OF BASIC WAGE.*

18. (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, 1950, the amounts of the basic wage shall be as prescribed in clause 17.

(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.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 11th September, 1950.





# VICTORIA GOVERNMENT GAZETTE.

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No. 799]

THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE HOSPITAL EXECUTIVES BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed full time as an executive officer (namely, a secretary, an assistant secretary, a chief clerk, or an accountant) in or in connexion with any hospital or benevolent home registered pursuant to the *Hospital and Charities Act 1928*, and any amendments thereto" has made the following Determination, namely:—

1. That on the 28th September, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK.

										Males.	Females.
										£ s. d.	£ s. d.
<i>Secretary.</i>											
Where the adjusted bed capacity is—											
under	25	..	..	..	..	..	..	..	..	11 14 6	9 11 9
25 to	35	..	..	..	..	..	..	..	..	12 0 0	9 16 3
36 "	45	..	..	..	..	..	..	..	..	12 8 3	10 2 9
46 "	55	..	..	..	..	..	..	..	..	12 16 6	10 9 3
56 "	65	..	..	..	..	..	..	..	..	13 7 6	10 18 3
66 "	75	..	..	..	..	..	..	..	..	13 18 6	11 7 0
76 "	85	..	..	..	..	..	..	..	..	14 9 6	11 9 0
86 "	95	..	..	..	..	..	..	..	..	15 3 3	11 14 6
96 "	105	..	..	..	..	..	..	..	..	16 2 6	12 9 0
106 "	125	..	..	..	..	..	..	..	..	17 1 9	13 3 3
126 "	150	..	..	..	..	..	..	..	..	18 1 0	13 17 9
151 "	175	..	..	..	..	..	..	..	..	19 0 3	14 12 3
176 "	200	..	..	..	..	..	..	..	..	19 19 6	15 6 9
201 "	250	..	..	..	..	..	..	..	..	20 18 9	16 1 0
251 "	300	..	..	..	..	..	..	..	..	21 18 0	16 15 6
301 "	350	..	..	..	..	..	..	..	..	22 17 3	17 10 0
351 "	400	..	..	..	..	..	..	..	..	23 16 6	18 4 6
401 "	450	..	..	..	..	..	..	..	..	24 18 6	19 1 0
451 "	500	..	..	..	..	..	..	..	..	26 0 6	19 17 6
501 "	550	..	..	..	..	..	..	..	..	27 2 6	20 14 0
551 "	600	..	..	..	..	..	..	..	..	28 4 6	21 10 6
601 "	650	..	..	..	..	..	..	..	..	29 6 6	22 7 0
651 "	700	..	..	..	..	..	..	..	..	30 8 6	23 3 6
701 "	750	..	..	..	..	..	..	..	..	31 10 6	24 0 0

## WAGES PER WEEK.

	Males.	Females.
<i>Assistant Secretary.</i>		
Where the adjusted bed capacity is—	£ s. d.	£ s. d.
under 150 .. .. .	13 7 6	10 7 9
151 „ 175 .. .. .	13 13 0	10 11 9
176 „ 200 .. .. .	13 18 6	10 16 0
201 „ 250 .. .. .	14 9 6	11 4 3
251 „ 300 .. .. .	15 0 6	11 12 6
301 „ 350 .. .. .	15 11 6	12 0 9
351 „ 400 .. .. .	16 2 6	12 9 0
401 „ 450 .. .. .	16 13 6	12 17 3
451 „ 500 .. .. .	17 4 6	13 5 6
501 „ 550 .. .. .	17 15 6	13 13 9
551 „ 600 .. .. .	18 6 6	14 2 0
601 „ 650 .. .. .	18 17 6	14 10 3
651 „ 700 .. .. .	19 8 6	14 18 6
701 „ 750 .. .. .	19 19 6	15 6 9
<i>Accountant.</i>		
Where the adjusted bed capacity is—		
under 95 .. .. .	11 14 6	9 3 0
96 „ 105 .. .. .	12 0 0	9 7 0
106 „ 125 .. .. .	12 5 6	9 11 3
126 „ 150 .. .. .	12 11 0	9 15 3
151 „ 175 .. .. .	12 16 6	9 19 6
176 „ 200 .. .. .	13 2 0	10 3 6
201 „ 250 .. .. .	13 7 6	10 7 9
251 „ 300 .. .. .	13 18 6	10 16 0
301 „ 350 .. .. .	14 9 6	11 4 3
351 „ 400 .. .. .	15 0 6	11 12 6
401 „ 450 .. .. .	15 11 6	12 0 9
451 „ 500 .. .. .	16 2 6	12 9 0
501 „ 550 .. .. .	16 13 6	12 17 3
551 „ 600 .. .. .	17 4 6	13 5 6
601 „ 650 .. .. .	17 15 6	13 13 9
651 „ 700 .. .. .	18 6 6	14 2 0
701 „ 750 .. .. .	18 17 6	14 10 3
<i>Chief Clerk.</i>		
Where the adjusted bed capacity is—		
under 105 .. .. .	9 10 6	7 10 0
106 to 175 .. .. .	10 1 6	7 18 3
176 „ 250 .. .. .	10 7 0	8 2 3
251 „ 350 .. .. .	10 12 6	8 6 6
351 „ 400 .. .. .	10 18 0	8 10 6
401 „ 450 .. .. .	11 3 6	8 14 9
451 „ 500 .. .. .	11 9 0	8 18 9
501 „ 550 .. .. .	11 14 6	9 3 0
551 „ 600 .. .. .	12 0 0	9 7 0
601 „ 650 .. .. .	12 5 6	9 11 3
651 „ 700 .. .. .	12 11 0	9 15 3
701 „ 750 .. .. .	12 16 6	9 19 6

## ADJUSTED BED CAPACITY.

3. (1) For the purposes of this Determination the adjusted bed capacity shall be the bed capacity shown in the last annual return furnished by the respective institution to the Hospitals and Charities Commission of Victoria or other statutory body and in the case of a Secretary, Assistant Secretary, and the Accountant where no Assistant Secretary is employed shall be further adjusted in respect to the number of out-patients' attendances and maternity beds as follows:—

(a) Out-patients' attendances—

(i) For the first 49,000 out-patients' attendances add one bed for each 700 or part thereof;

(ii) For the second 49,000 out-patients' attendances add one bed for each 1,400 or part thereof;

(iii) Thereafter add one bed for each 2,100 or part thereof.

(b) Maternity beds.—One-third or part thereof of the number of maternity beds as stated in the above return shall be added to the total number of beds.

(2) Officers in hospitals in which the chief and principal treatment is in connexion with—

(a) eyes, ears, nose, and throat, shall be paid for as 301 adjusted beds;

(b) dentistry, shall be paid for as 251 adjusted beds.

(c) after care, shall be paid for as 251 adjusted beds.

## DEFINITIONS.

4. "Secretary" means any person employed full time as—

(a) Secretary, Manager, or Business Manager; or

(b) the principal administrative officer however styled in any institution.

"Assistant Secretary" means any person employed full time and appointed to act as first assistant to a Secretary as defined.

"Accountant" means any person who is a certificated member of a recognized Institute of Accountants, and who has been appointed to work full time as the Accountant at any institution. Provided that any person who has held the position of Accountant in any institution prior to 1st April, 1948, shall not be required to hold a certificate from a recognized Institute of Accountants.

"Chief Clerk" means any person appointed to act full time as such, but does not include any person covered by the definitions of Secretary, Assistant Secretary, or Accountant.

WORKING WEEK.

5. A week's work shall be spread over five days provided that an officer shall work at other reasonable times as and when necessary.

## SUBSIDIARY HOSPITAL OR ANNEXES.

6. For the purpose of determining the salary of a Secretary, Assistant Secretary, or the Accountant where no Assistant Secretary is employed, who are required to administer the affairs of or perform duties in connexion with one or more subsidiary hospitals or annexes, the adjusted bed capacity shall be the sum of the adjusted bed capacity of the parent hospital and the subsidiaries or annexes concerned.

PUBLIC HOLIDAYS.

7. (a) An officer shall be entitled to be absent without deduction of pay on the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (within a radius of 20 miles of the General Post Office, Melbourne), Christmas Day, Boxing Day, and such other day or days as may be proclaimed as a holiday or holidays within the area in which the Institute concerned is situated.

(b) An officer required to work on any day specified in sub-clause (a) hereof shall be entitled to time off in lieu of such day.

**SICK LEAVE.**

8. (a) An officer shall be entitled to be absent without loss of pay on account of personal ill-health or accident, proof of which shall be submitted in a manner satisfactory to the Committee of the Hospital, for a period not exceeding in the aggregate 28 working days for each 12 months of service.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave therein contained 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 84 working days in any year, which shall be the maximum amount of leave to which an employee shall be entitled in any year of service without deduction of pay.

### ANNUAL LEAVE

9. (a) Officers shall be entitled to annual leave on completion of each year of service in any one institution without deduction of pay, as follows :—

[illegible]

Should any day or days specified in clause 7 as a Public Holiday occur during an officer's period of annual leave, an additional day shall be added to the period of annual leave for each such specified day so occurring.

(b) Annual leave shall be granted within a period of six months after becoming due, and at a time suitable to the convenience of the Institution.

(c) An officer whose employment is terminated with less than twelve months' service in any qualifying twelve-monthly period shall be granted *pro rata* annual leave or payment in lieu.

### LONG SERVICE LEAVE.

10. (a) An officer who has been in the service of one or more Institutions (including any statutory body directly associated with such Institution or Institutions) for a cumulative period of 20 years shall be entitled to six months' long service leave or payment in lieu after having attained the age of 45 years in accordance with the following provisions:—

(i) If on retirement an officer has completed more than 20 years' service a pro rata amount of leave shall be added to the six months' leave prescribed for all service in excess of 20 years.

(ii) If on the resignation of an officer he has completed more than 20 years' service he shall be entitled only to six months' leave of absence or payment in lieu as if he had only completed a period of 20 years.

(iii) Upon the death from any cause of an officer, who, at the date of his death was eligible for the grant of long service leave, the Committee shall pay to the legal representative of the deceased officer the amount that the officer would have been entitled to receive had he retired immediately prior to the date of his death.

(b) Any officer retiring or resigning after the 1st April, 1949, shall be entitled to the benefits of this clause provided he has had not less than 20 years service.

(c) For the purposes of this clause the following definitions shall apply:—

"Service" shall mean service calculated as from the date of entering the present employment with the Institution and shall include all periods during which an officer was serving in His Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the Institution.

"Salary" shall mean the officer's salary or wage (exclusive of overtime or other allowance) at the time leave is taken, or immediately prior to the officer leaving the service or death of the officer (as the case may be).

"Committee" shall mean the Committee or Governing Body of the Hospital or Benevolent Home in which the officer is employed.

Words importing the masculine gender only shall include the feminine gender.

### HIGHER DUTIES ALLOWANCE.

11. An officer required to take over all the duties of a senior officer for a period in excess of twelve weeks in each year shall be paid not less than the rate prescribed for such senior officer for such period as he so acts in excess of such twelve weeks.

### TRAVELLING ALLOWANCE.

12. (a) An officer required to travel on business in connexion with the Institution shall be re-imbursed all reasonable travelling expenses necessarily incurred.

(b) Where an officer is required to use his own motor car in connexion with the business of an Institution, he shall be re-imursed such sum as may be agreed upon between the Governing Body of the Institution and himself. In the absence of any such agreement, he shall be paid an allowance at the rate of 9d. per mile for each mile he is so required to use his motor car.

### TERMINATION OF SERVICES.

13. To terminate employment, one month's written notice shall be given by the employee or the Committee or one month's wages paid or forfeited, as the case may be. This shall not affect the right of the Committee 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.

## ACCOMMODATION.

14. (a) Where an officer in a Benevolent Home is required to reside in quarters provided for him by the Institution, no deduction for the use of such quarters shall be made from his wages, and the officer shall be on call for institutional matters at all reasonable times.

(b) Where an officer attached to a Hospital is required to reside in quarters provided for him by the Institution a deduction of not more than ten per cent. may be made from his wages as rental.

## RATES AND CONDITIONS TO BE MAINTAINED.

15. Nothing in this Determination shall be deemed or construed to reduce the wage or allowance any officer was receiving prior to the date of operation of this Determination or alter unfavourably the terms or conditions of employment operating at the date hereof.

## PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 are based upon the following basic wage 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 by the same amount and at the same time as such basic wage as prescribed by clause 17.

*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 14 0	6 0	7 0 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

17. (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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 16.

(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.

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

J. V. WILLOX, Secretary.

Melbourne, 13th September, 1950.



# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, OCTOBER 5.

[1950

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 on the 24th August, 1950, 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 .. .. .	13 7 0	6 0	13 13 0
Slaughterman .. .. .	12 13 3	6 0	12 19 3
Head and Feet Boners .. .. .	10 2 0	3 0	10 5 0
Scalders .. .. .	10 2 0	3 0	10 5 0
Meat Lumpers .. .. .	9 18 6	3 0	10 1 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down) .. .. .	9 14 6	3 0	9 17 6
General labourers .. .. .	9 11 6	3 0	9 14 6

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

## 2. (A)—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
Division B.—Retail Shops.	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week .. .. .	9 12 6	9 19 0	9 12 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work .. .. .	9 12 6	9 19 0	9 12 6
Whilst employed on other work .. .. .	9 17 0	10 3 6	9 17 0
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne			
Definition :—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing			
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	9 11 0	9 17 6	9 11 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays .. .. .	9 5 0	9 11 6	9 5 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop .. .. .	9 2 0	9 8 6	9 2 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers ..	9 4 6	9 11 0	9 4 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	8 9 0	8 15 6	8 9 0
All others .. .. .	8 7 0	8 13 6	8 7 0
Definition :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchery and is not exclusively employed in the making of small goods, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.			
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 12 6	9 19 0	9 12 6
Employees who do slaughtering 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work .. .. .	9 12 6	9 19 0	9 12 6
Whilst employed on other work .. .. .			
Men employed principally on mixing machines and/or responsible for making of small goods .. .. .	9 10 0	9 16 6	9 10 0
Fillermen .. .. .	9 0 6	9 7 0	9 0 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers .. .. .	9 4 6	9 11 0	9 4 6
Packing-room hands .. .. .	8 14 6	9 1 0	8 14 6
Linkers and table hands .. .. .	8 13 6	9 0 0	8 13 6
All others .. .. .	8 7 0	8 13 6	8 7 6
Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.			
Meat Lumpers .. .. .	10 1 6	10 8 0	9 18 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity .. .. .	9 14 0	10 2 0	9 10 6
Exceeding 25 cwt. but not exceeding 3 tons capacity .. .. .	9 19 0	10 7 0	9 15 6
Exceeding 3 tons capacity .. .. .	10 4 0	10 12 0	10 0 6
Horse Drivers—			
One horse .. .. .	9 11 0	9 19 0	9 7 6
Two horses .. .. .	9 14 0	10 2 0	9 10 6
Three horses .. .. .	9 17 0	10 4 6	9 13 0
Head stableman (if more than one employed) .. .. .	9 8 6	9 16 6	9 6 0
Other stablemen or grooms .. .. .	9 3 6	9 11 6	8 19 6
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	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, during the day, are engaged in carting blood manure or offensive offal .. .. .			
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October .. .. .	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 12 0	8 18 6	8 12 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	8 16 0	9 2 6	8 16 0
(iii) exceeding 3 tons capacity but under 6 tons capacity .. ..	8 19 0	9 5 6	8 19 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse .. .. .	8 7 0	8 13 6	8 7 0
(ii) two horses .. .. .	8 12 0	8 18 6	8 12 0
(iii) three horses .. .. .	8 15 0	9 1 6	8 15 0
(iv) four horses .. .. .	8 17 0	9 3 6	8 17 0

*Division F.—Employees on Gas Producer Units.*

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

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

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

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

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

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

## 2. (B)

## APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.					Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.				
Weekly Wage.					Weekly Wage.				
£ s. d.					£ s. d.				
1st year's experience	..	..	..	4 9 6	Under 18 years..	..	..	..	5 19 6
2nd year's experience	..	..	..	5 7 0	18 years and under 19 years	..	..	..	7 1 6
3rd year's experience	..	..	..	6 2 6	19 years and under 20 years	..	..	..	7 13 6
4th year's experience	..	..	..	8 1 0	20 years	..	..	..	Minimum Wage
5th year's	..	..	..	Minimum Wage					
PROPORTION (BY ANY EMPLOYER).					No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.				
Apprentices.					No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.					PROPORTION (BY ANY EMPLOYER).				
Improvers.					One improver to every five drivers receiving not less than the minimum wage.				
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.									

## 2. (C)

## APPRENTICES NOT ELSEWHERE INCLUDED.

										Rate.	Loading (Constant).	War Loading.	Total.
										Per Week.	Per Week.	Per Week.	Per Week.
										£ s. d.	s. d.	s. d.	£ s. d.
Five-year Term—													
First year	..	..	..	..	..	..	..	..	..	2 3 0	2 0	1 0	2 6 0
Second year	..	..	..	..	..	..	..	..	..	2 17 6	2 0	1 6	3 1 0
Third year	..	..	..	..	..	..	..	..	..	4 4 6	4 0	2 0	4 10 6
Fourth year	..	..	..	..	..	..	..	..	..	5 8 6	5 0	2 6	5 16 0
Fifth year	..	..	..	..	..	..	..	..	..	7 1 0	5 6	3 0	7 9 6
Four-year Term													
First year	..	..	..	..	..	..	..	..	..	2 10 6	2 0	1 0	2 13 6
Second year	..	..	..	..	..	..	..	..	..	3 11 6	3 0	1 6	3 16 0
Third year	..	..	..	..	..	..	..	..	..	5 8 6	5 0	2 6	5 16 0
Fourth year	..	..	..	..	..	..	..	..	..	7 1 0	5 6	3 0	7 9 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 10 6	2 0	1 0	2 13 6
Second year .. .. .	3 5 0	2 6	1 0	3 8 6
Third year .. .. .	4 8 0	4 0	2 0	4 14 0
Fourth year .. .. .	6 0 0	4 6	2 6	6 7 0
Fifth year .. .. .	7 3 0	6 0	3 0	7 12 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.*

	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.

## 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 lumpers 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 lumpers 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-fifth of the weekly wage for the class of work they perform, plus 15 per cent. 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 double rates.

**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 Thursday 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.





(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, &amp;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 appliances 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 wagons, boats, trains, country service cars, bulk meat into shops, hotels, cafés 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.
Within 20 miles of G.P.O., Melbourne ..	£ s. d. 6 14 0	s. d. 6 0	s. d. 6 0	£ s. d. 7 6 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 14 0	6 0	6 0	7 6 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, 1950, 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 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.
<i>Division B.—Retail Shops.</i>	
£ 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.
<i>Division C.—Small Goods Section.</i>	
	£ s. d.
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 small 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
<i>Division E.—Carters and Drivers (Not Elsewhere Included).</i>	
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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 11th September, 1950.

[ 5377 ]



# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, OCTOBER 5.

[1950

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## MINING NOTICE.

### LADY CLAIRE GOLD No. 1 NO LIABILITY.

A CALL (the 2nd) of One shilling per share has been made on all the contributing shares recently issued in the capital of the company (making the shares paid to Four shillings each), due and payable at the company's registered office, 368 Collins-street, Melbourne, on Wednesday, 11th October, 1950.

R. DOOLEY, Legal Manager.

Melbourne, 3rd October, 1950.

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