



VICTORIA.

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1032]

THURSDAY, NOVEMBER 1.

[1951

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1951.

Dated at Melbourne, this 26th day of October, 1951.

H. N. JONES, Acting Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (A), 2 (B) and 2 (C) of the Determination published in Government Gazette No 660 of the 21st June, 1951, shall be replaced by the following clauses:—

2. (A

EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

Division A.—Abattoirs or Meat Markets Within the Metropolitan District.

									Weekly Wage.	
							, dd	ustable Vage.	*Emergency Loading (Non-adjustable).	Total Wage.
m L								s. d.	.s. d.	£ s. d.
Tacklemen	• •	• •			• •	• •	16	6 0	6 0	16 12 0
Slaughterman	• •		3				15	12 3	60	15 18 3
Head and Feet Boners							13	3 0	3 0	13 6 0
Scalders		• •				1	13	3 0	3 0	13 6 0
Mana T.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,						- 1	12		3 0	
Offal labourers (including p		handlina	on hannle			انتحما	12	15 0	30	13 2 6
onsi isoonieis (incidomă l	seraona i	nenonns,	or break	mg out	CLOWIT INC	a rrom			1	
offals sent to boiling do	wn)			• •	• •			15 6	3 0	12 18 6
General lahourers							12	12 6	30	12 .15 6

The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.
 No. 1032.—10187/51.—PRICE 3D.

2. (A)—continued.

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2. (A)—continued.

Division E.-Carters and Drivers (Not Elsewhere Included).

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							Melbo that spe Div (b) With of the	G.P.C urne (in the clited islon	other se in A). Miles at	At	Yallo	ourn.		other Victo	Parts oria.
(1) Drivers of motor vehicl (i) not exceeding 25 cw (iii) exceeding 25 cw (iii) exceeding 3 tons (iv) for each complet (v) motor (not being trailer	5 cwt. c t. capac r capaci te ton c	ity but i ty but u over 5 to	nder 6 te ns an ex	ons capac tra 1s. p	city er week	٠	£ 11 11		l. 0 0	Per £ 11 12 12	e. 17 1 4		£ 11 11	-12	
(2) Horse drivers— (i) one horse (ii) two horses (iii) three horses (iv) four horses				 	 		11 11 11 11	11 14	0 0 0 0	11 11 12 12	12 17 0 2	6 6 6	11 11 11 11	14	0 0 0 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 la. 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)

minimum wage.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other the Abattoirs or Meat Markets with	an Carters and Driv- in the Metropolitan	ers) employed in District.	Improvers employed as Carters and Drivers in or in connexion with Abattoin or Meat Markets in all Areas to which this Determination applies.						
Weekly	Wage.		. Weekly Wage.						
	Percentage of Basic Wage.			Percentage of Basic Wage.	<u> </u>				
lat year's experience 2nd year's experience 3rd year's experience 4th year's experience 5th year's experience	64 77 88 100 + 21s.	£ s. d. 6 7 6 7 13 0 8 15 0 11 0 0 Minimum Wage	Under 18 years	85 100 + 1s. 6d. 100 + 13s. 6d.	£ s. d. 8 9 0 10 0 6 10 12 6 Minimum Wage				
Proportion (BY Appren One apprentice to every thre receiving not less than the min Determination.	tices.	three workers	No carter or driver under 19 to drive or be in charge of i Metropolitan District. No carter or driver under allowed to have sole charge of a	nore than o	one horse in the of age shall be icle.				
Ī	•		Proportion	(BY ANY EM	TPLOYER).				

One improver to every five drivers receiving not less than the minimum wage.

APPRENTICES NOT ELSEWHERE INCLUDED.

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m										[£ s. d	 1.
Five-year Term— First year											3 7	0
Second year	• •	• •		• •	• •	• • •	• • •	••	**.			в
m. 1-2	• • •	• • •		• •	• • •			• • •	• •			-
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Fourth year	• •		• •								8 10	
Fifth year	••	• •	• •		• •	• •		••	• •		10 11	6
Four-year Term-										1		
First year			• • •								3 19	n
Second year							• • •	• •	• •			ĕ
Third year	• •	• •	• • •	• •	• •	• •		• • •	• •	••		6
Tantu year	• •	• • •	• •	• •	• • •	• •	• •	• •				
Fourth year										\	10 11	Ü

⁽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 probution 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

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

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:-

	 	 				 		Thereafter.
								£ s. d.
First year	 	 	 	••]	3 19 0
Second year	 	 	 			 		5 1 0
Third year	 	 	 	••		 		6 18 0
Fourth year	 	 	 		••	 	}	9 6 6
Fifth year	 	 	 			 		10 14 0

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

Proportion of Apprentices and Improvers.

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

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

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