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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 as from the beginning of the first pay period to commence in December, 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—

47s. 4-356d. plus 1s. 2½d. war loading (total 48s. 6-756d.) per day.

Thereafter until considered competent by the employer—

53s. 9-106d. plus 1s. 2½d. war loading (total 54s. 11-506d.) 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 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 3d. per 100 sheep or lambs handled daily per employee.

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, scalding 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 9s. plus sick leave loading of 1-056d. 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 knocking down, 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, saving 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 9s. plus sick leave loading of 1-056d. 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. 10-296d. plus 1s. 3d. war loading (total 132s. 1-296d.) 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. 1-745d. 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—

55s. 3-076d. plus 1s. 2½d. war loading (total 56s. 5-476d.) per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—10-422d. 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 1½ calves.
- A calf over 121 lb., shall equal 2 calves.

NOTE.—To the daily earnings of each pieceworker (except calf skimmers skinning cold calves) the sum of 9s. plus sick leave loading of 1·056d. shall be added in accordance with clause 41.

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.

(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 9s. plus sick leave loading of 1·056d. 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	} Veal to be ribbed out, or birdcaged.
61 lb. to 120 lb., 38 carcasses	..	..	..	..
121 lb. to 200 lb., 19 carcasses	..	..	..	..

- (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, 11·887d. 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. 11·321d. and 1s. 5·83d. 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.	} Bone-in-weight.
101 lb. to 150 lb.	..	..	..	..
Over 150 lb.	..	..	..	..

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

Up to 60 lb., 11·887d. per carcass	} Veal to be ribbed out, or birdcaged.
61 lb. to 120 lb., 1s. 5·83d. per carcass	..	..	..	..
121 lb. to 200 lb., 2s. 11·66d. per carcass	..	..	..	..

Over 200 lb. to be paid for at beef prices.
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. 11.00d. per 100 lb.
 (2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—
 2s. 3.211d. 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:—

Under 100 lb.	.. .. .	56 quarters.
101 lb. to 150 lb.	.. .. .	52 quarters.
Over 150 lb.	.. .. .	48 quarters.

- (ii) Mutton—130 carcasses.

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

- (i) Mutton—4.851d. for each additional carcass in excess of the daily quota.

- (ii) Beef—3s. 9.05d. 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.	.. .. .	11.262d. per quarter.
101 lb. to 150 lb.	.. .. .	12.129d. per quarter.
Over 150 lb.	.. .. .	13.139d. per quarter

- (iii) Veal—2.766d. 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.)

Weekly Wage.

	£	s.	d.
1st year's experience	6	15	6
2nd " "	8	14	3
3rd " "	9	10	9
4th " "	11	2	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.

Improvers.

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

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)	55	3.15	56	5.55
17 years ..	23 11.456	Head and Feet Boners—				
18 years ..	27 11.456	(i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains				
19 years ..	30 11.456	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	47	4.956	0 9 ³ / ₈	48 2.356
20 years ..	36 9.856	Slicers and Trimmers	51	9.112	0 9 ³ / ₈	52 6.712
21 years ..	41 9.856	Sheep Skin classers	50	0.356	0 9 ³ / ₈	50 9.956
		Labourers trimming, cleaning, scalding, and picking tripe	47	4.956	0 9 ³ / ₈	48 2.356
		Skin shed labourers	47	0.356	0 9 ³ / ₈	47 9.956
		Other Labourers	47	0.356	0 9 ³ / ₈	47 9.956

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—	Time of Beginning.	Time of Ending.
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.

ADULT WORKERS.

29.

- Men picking up stock at Newmarket Sale Yards—47s. 11'156d. plus 6d. war loading (total, 48s. 5'156d.), per day.
- Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—15s. 1'822d. plus 2d. war loading (total, 15s. 3'822d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.
- Men droving stock from Newmarket Rail Siding to the abattoirs—17s. 2'722d. plus 2d. war loading (total 17s. 4'722d.), per trip.
- Men droving stock from Newmarket Sale Yards to the abattoirs—14s. 8'222d. plus 2d. war loading (total 14s. 10'222d.), per trip.
- Men droving stock from Newmarket Sale Yards to—

- (a) Western and Murray, Geelong-road, Brooklyn } 46s. 7'756d. plus 6d. war loading
 - (b) Thos. Borthwick and Sons (Asia.) Ltd., Brooklyn } (total, 47s. 1'756d.), per trip.
 - (c) Sims Cooper Freezing Works, Newport } 53s. 8'156d. plus 6d. warloading
- } if from Newmarket Rail Siding an extra 2s. 6d.
- } (total 54s. 2'156d.), per trip.

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—78s. 8'776d., plus 6d. war loading (total, 79s. 2'776d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

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

48s. 7'006d. plus 9¹/₂d. war loading (total 49s. 4'606d.), per day.

All others—

47s. 2'756d. plus 7¹/₂d. war loading (total, 47s. 9'956d.), per day.

30.

JUVENILE WORKERS.

		Wages per Day.
		s. d.
16 years of age and under 17 years of age	.. .. .	23 11'456
17 years of age and under 18 years of age	.. .. .	27 11'456
18 years of age and under 19 years of age	.. .. .	30 11'456
19 years of age and under 20 years of age	.. .. .	36 9'856
20 years of age and under 21 years of age	.. .. .	41 9'856

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

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
31. Monday to Friday	.. 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 in any one week
 - (c) All work done on Saturday
- } Time and a half.

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 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 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 rate, 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.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	8 2 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 February, 1951, 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 February, a May, an August, or a November, the amount 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 .103 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, 24th November, 1950.

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