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Factories and Shops Acts.

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

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

Dated at Melbourne, this
7th day of March, 1951.

RAY. H. BEERS,
Secretary for Labour.

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 29 and 30 of the Determination published in *Government Gazette* No. 2 of the 3rd January, 1951, shall be replaced by the following clauses:—

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

To learners—

For the first 21 days of employment—

48s. 11·94d. plus 1s. 2⅔d. war loading (total 50s. 2·34d.) per day.

Thereafter until considered competent by the employer—

55s. 4·69d. plus 1s. 2⅔d. war loading (total 56s. 7·09d.) 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.

No. 304.—1543/51.—PRICE 3D.

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, 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, Maggotty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggotty 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 10s. 7·2d. plus sick leave loading of 1·44d. 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, placin 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 10s. 7·2d. plus sick leave loading of 1·44d. 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. 1·745d. 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 skinners engaged skinning cold calves—

56s. 10·66d. plus 1s. 2⅞d. war loading (total 58s. 1·06d.) per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—10·724d. 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 skinners skinning cold calves) the sum of 10s. 7·2d. plus sick leave loading of 1·44d. shall be added in accordance with clause 41.

PIGS.

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

		Total.
Machine dehaired—		
Up to 100 lb.	13·138d. per head	These rates include 4 per cent. war loading.
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 6¾d. 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 10s. 7·2d. plus sick leave loading of 1·44d. 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 piecework 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 .. ..
} Veal to be ribbed out, or birdcaged.

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

(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*) Piecework prices referred to above are—

(i) Mutton, 12·23d. 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, 6s. 1·382d. and 1s. 6·345d. 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 lb. 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. 6·345d. per quarter	Bone-in-weight.
101 lb. to 150 lb.	1s. 10·488d. per quarter	
Over 150 lb.	2s. 0·46d. per quarter	

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

Up to 60 lb., 12·23d. per carcass .. ..
61 lb. to 120 lb., 1s. 6·345d. per carcass .. ..
121 lb. to 200 lb., 3s. 0·69d. per carcass .. ..
} Veal to be ribbed out, or birdcaged.

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—3s. 0·69d. per 100 lb.

(2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—2s. 3·997d. per 100 lb.

Boners on piecework 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*) Piecework prices referred to above are—

(i) Mutton—5·002d. for each additional carcass in excess of the daily quota.

(ii) Beef—3s. 10·45d. 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.	11·612d. per quarter.
101 lb. to 150 lb.	12·506d. per quarter.
Over 150 lb.	13·548d. per quarter

(iii) Veal—2·852d. 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	7 2 2
2nd " "	9 2 3
3rd " "	9 18 9
4th " "	11 10 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 17 years	24 7·84	Boners (Beef and Mutton)	56 10·734	1 $2^2/_5$	58 1·134
17 years and under 18 years	28 7·84	Head and Feet Boners— (i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains			
18 years and under 19 years	31 7·84	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	49 0·54	0 $9^2/_5$	49 9·94
19 years and under 20 years	38 2·24	Slicers and Trimmers	53 4·696	0 $9^3/_5$	54 2·296
20 years and under 21 years	43 2·24	Sheep Skin classers	51 7·94	0 $9^3/_5$	52 5·54
		Labourers trimming, cleaning, scalding, and picking tripe	49 0·54	0 $9^2/_5$	49 9·94
		Skin shed labourers	48 7·94	0 $9^3/_5$	49 5·54
		Other Labourers	48 7·94	0 $9^3/_5$	49 5·54

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.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

29. ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—49s. 6·74d. plus 6d. war loading (total, 50s. 0·74d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—15s. 8·35d. plus 2d. war loading (total, 15s. 10·35d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—17s. 9·25d. plus 2d. war loading (total 17s. 11·25d.), per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—15s. 2·75d. plus 2d. war loading (total 15s. 4·75d.), per trip.

Men droving stock from Newmarket Sale Yards to—

(a) Western and Murray, Geelong-road, Brooklyn ..	48s. 3·34d. plus 6d. war loading (total, 48s. 9·34d.), per trip.	if from Newmarket Rail Siding an extra 2s. 6d.
(b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn ..		
(c) Sims Cooper Freezing Works, Newport ..	55s. 3·74d. plus 6d. war loading (total 55s. 9·74d.), per trip.	

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—80s. 4·36d., plus 6d. war loading (total, 80s. 10·36d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

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

50s. 2·59d. plus $9^3/_5$d. war loading (total 51s. 0·19d.), per day.

All others—

48s. 10·34d. plus $7^1/_5$d. war loading (total, 49s. 5·54d.), per day.

30. JUVENILE WORKERS.

—	Wages per Day. s.	d.
16 years of age and under 17 years of age	24	7·84
17 years of age and under 18 years of age	28	7·84
18 years of age and under 19 years of age	31	7·84
19 years of age and under 20 years of age	38	2·24
20 years of age and under 21 years of age	43	2·24
PROPORTION:—One juvenile worker to every three or fraction of three adult workers.		

Clauses, other than clauses 2 to 8 inclusive and clauses 29 and 30, of the said Determination shall remain in force.

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