



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE ANIMAL MANURE BOARD.

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 25th May, 1914, the powers of the Animal Manure Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of the extraction of tallow.

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 persons employed in the process, trade, or business of the manufacture of manure from animal matter," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after 1st April, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

Apprentices or Improvers.			Other Employees.	
	Percentage of Basic Wage.	Wages Per Week.	Wages Per Week.	
		s. d.	s. d.	
Under 16 years of age	67	153 6	Carcass skimmers	306 6
16 years of age and under 17 years of age	73	167 0	All others	300 6
17 years of age and under 19 years of age	94	215 6		
19 years of age and under 20 years of age	100 plus 10s. 6d.	239 6	Afternoon shift employees shall receive an additional 10 per cent. per week.	
20 years of age and under 21 years of age	100 plus 26s. 6d.	255 6	Night shift employees shall receive an additional 10 per cent. per week.	
PROPORTION (by any Employer).			Leading hands on afternoon or night shift shall receive an additional 3s. per shift.	
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 300s. 6d. per week.				
An indenture of apprenticeship has been prescribed by the Board				
<i>Improvers.</i>				
One improver to every four workers receiving not less than 300s. 6d. per week.				

HEAT ALLOWANCE.

3. Any employee required to work in a rendering section artificially heated to more than 18 degrees Fahr. above the outside temperature shall be paid a heat allowance of 3d. per hour: Provided that no heat allowance shall be payable if the outside temperature does not exceed 87 degrees Fahr.

Notwithstanding anything herein contained where eight or more melting pots are in operation the allowance of 3d. per hour shall be paid for the whole shift.

CASUAL EMPLOYEE.

4. A "casual employee" shall be paid the ordinary rate with the addition of 12½ per centum. For the purpose of this clause a "casual employee" shall mean a person who works less than three full days in any one week.

HOURS OF WORK.

5. The maximum number of hours to be worked, without payment for overtime, shall be—

(a) Day work—

(i) 40 hours per week;

(ii) Not more than 8 hours per day on Monday, Tuesday, Wednesday, Thursday, and Friday between the hours of 7 a.m. and 5.30 p.m.,

Provided that in any week an employee works less than 40 hours in 5 days Monday to Friday (inclusive) he shall if required, work on Saturdays at ordinary rates for not more than 4 hours between the hours of 7 a.m. and 12 noon to complete his full week's work of 40 hours.

(b) Shift work—

(i) 40 hours per week or by mutual agreement between any employer and his employees 80 hours per fortnight, with a maximum of 44 hours in any one week;

(ii) Not more than 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday.

OVERTIME.

6. All time worked in excess of the number of hours prescribed in clause 5 shall be paid for at the rate of time and a half.

HOLIDAYS.

7. All weekly wage 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, Melbourne Cup Day, Christmas Day, Boxing 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 in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

ANNUAL LEAVE.

8. 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.

9. (a) Any employee, whose conditions of employment is on a weekly basis as provided for in clause 10 of this Determination, 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.

(b) 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 of employment, or a proportionately less time during any shorter period of employment.

(c) 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.

For the purposes of this sub-clause service prior to the 1st December, 1950, shall be disregarded, provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st December, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

TERMS OF ENGAGEMENT.

10. Employment shall be by the week and any employee (other than casual employees as provided for in clause 4) 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 9 of this Determination, lose his pay for the actual time of such non-attendance; provided further that this does not interfere with the right of the employer to dismiss an employee at any time without giving reasons and that such employee shall be paid up to the time of dismissal only.

STOPPAGES OF WORK.

11. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

TEA MONEY.

12. Employees required to work overtime for more than one and a half hours 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 four shillings in addition to any overtime payment to which they may be entitled.

HANDLING OF CONDEMNED CARCASSES.

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

KNIVES TO BE SUPPLIED.

14. Knives, which shall remain the property of the employer, shall be supplied under the following conditions to carcass skimmers when necessary for the performance of their duties:—

(1) They shall be returned to the employer on termination of the employment.

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

PROTECTIVE FOOTWEAR.

15. Suitable protective footwear, which shall remain the property of the employer, shall be supplied by the employer free of cost to employees working on a percolator or press in wet or dry rendering.

SPECIAL RATES.

16. Double time shall be paid for all work done on Sundays and holidays specified in clause 7.

PERIODICAL ADJUSTMENT OF WAGES.

17. 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 as prescribed by clause 18.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	<p style="text-align: center;">£ s. d.</p> <p style="text-align: center;">11 9 0</p>	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 May, 1953, the amount 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 May, an August, a November, or a February, 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 decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages of apprentices or improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 11th March, 1953.

