VICTORIA
GOVERNMENT GAZETTE.

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No. 502] **FRIDAY, JUNE 12.** **[1953**

Factories and Shops Acts.

DETERMINATION OF THE BISCUIT BOARD.

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

(*b*) On the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits."

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 employed in making biscuits." has made the following Determination, namely:—

1. That on the 1st June, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.

WAGES PER WEEK OF 40 HOURS.

—	Percentage Basic Wage.	Male Apprentices or Improvers.	Percentage of Female Basic Wage.	Female Apprentices or Improvers.
		s. d.		s. d.
Under 16 years of age	38	88 0	63	109 6
16 years of age ..	40	93 0	63	109 6
17 years of age ..	56	130 0	70	122 0
18 years of age ..	64	148 6	81	141 0
19 years of age ..	75	174 0	88	153 0
20 years of age ..	85	197 0	96	167 0

Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates.

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 249s. per week of 40 hours.

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 193s. 9d. per week of 40 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 249s. per week of 40 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 193s. 9d. per week of 40 hours.

Other Employees.

WAGES.

	Per week of 40 hours. s.	d.
Bakers (including Wafer Bakers and Branette Bakers)	271	0
Brakesman	267	0
Machine Attendant	264	0
Men carrying and stacking flour	266	0
Mixers (including Wafer Mixers and Sugar Cream Mixers)	270	0
Oven firemen	265	0
Adult males operating "Enroba" chocolate dipping machine	257	0
Despatch hands	257	0
All other males	249	0
All other females	193	9

TERMS OF ENGAGEMENT.

3. Employees who work less than 40 hours in any week may be paid *pro rata* according to the number of hours worked.

OVERTIME.

4.

(*a*) Places in which the week's work is performed in 5½ days—

Time worked in excess of 8 hours on any one day, Monday to Friday (inclusive) ..	Time and a half.
Time worked in excess of 4 hours on Saturday	Time and a half.

(*b*) Places in which the week's work is performed in 5 days—

Time worked in excess of 8 hours on any one day, Monday to Friday (inclusive) ..	Time and a half.

(*c*) Any time worked in excess of 40 hours in any week .. .. Time and a half.

TEA MONEY.

5. An allowance of 3s. for tea money shall be paid to all employees when work extends for more than two hours beyond the usual time of ending work.

ALLOWANCES.

6. Employees who wear, when at work, overalls, the laundering of which is not paid for by the employer, shall be paid an allowance of 2s. 6d. per week in addition to their ordinary weekly wage.

TIME BOOK OR OTHER RECORD.

7. The correct times of beginning and ending work shall be recorded daily in a book, time card, or by mechanical means to be furnished by the employer; such record to be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Biscuit Makers' Union of Australia.

MEAL TIME.

8. A meal period of not less than 30 minutes and not more than one hour shall be allowed after a period of five hours continuous work. Such meal period shall not be calculated as time worked.

EXTRA RATES.

9.

(i) All employees working on night work between the hours of 9 p.m. and 6.30 a.m. shall receive the rate of 5s. per night additional to the usual wage rate: Provided that when the employee works for less than half of the normal shift such payment in addition to the usual wage shall be 2s. 6d.

(ii) All employees on day work whose normal time of finishing work is 6 p.m. or up to 9 p.m. shall receive 2s. 6d. per shift in addition to the usual wages rate for such work subject to the provisions of clauses 3 and 4.

(iii) All employees on day work commencing work before 2.30 a.m. shall receive the rate of 5s. per shift in addition to the usual wages rate.

(iv) All employees on day work commencing between the hours of 2.30 a.m. and 6.30 a.m. shall receive the rate of 2s. 6d. per shift in addition to the usual wages rate.

(v) No female of any age shall be employed between the hours of 9 p.m. and 6.30 a.m.

SHIFT WORK.

10. Each employee engaged on shift work shall have a break of 10 hours between shifts.

SUNDAY WORK.

11. For all work done on Sunday, double time shall be paid with a minimum of 10s.

PAYMENT FOR HOLIDAYS.

12. Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day (i.e., second Monday in February in each year), Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; or any other day substituted for the above days by Act of Parliament or Proclamation.

Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, 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, the special rate shall only be payable for work done on the day so substituted.

ANNUAL HOLIDAYS.

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.

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—3⅓ 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 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, provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st July, 1949, 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 July, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

REST PERIOD.

15. Female employees shall be allowed a period of ten minutes in the morning and ten minutes in the afternoon at a time to be mutually arranged between the employer and the Secretary-Treasurer of the Biscuit Maker's Union, such time to count as time worked. Reasonable facilities shall be provided by the employer for female employees to make tea during such interval if they so desire; provided that:—

(i) Such period shall not be allowed within one hour of commencing or finishing work for the day or one hour before or after a meal break; and

(ii) Employees shall conform to such arrangement as the employer may make to ensure the continuity of operations.

PIECEWORK.

16. (*a*) Subject to the minimum wages prescribed by clause 2 an employer may pay any of his employees under any system of payment by results based on rates which will enable workers of average capacity working under like conditions to earn at least 10 per cent. above the wages prescribed by clause 2.

(*b*) Any system of payment by results shall provide that all female employees doing the same class of work shall receive the same piecework, bonus or task rates.

(*c*) Any such system or any variation thereof shall be posted by the employer in a suitable position in the factory.

(*d*) Employees working under such system shall be paid for overtime, holidays, sick leave and annual leave at the amount applicable to time rate employees.

AUTHORIZED PERSON MAY ENTER FACTORY.

17. The permanent Secretary-Treasurer of the Biscuit Makers' Union of Australia, Victorian Branch, shall have the right to enter and inspect, during working hours, any part of a biscuit factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Biscuit Makers' Union shall have the right to interview employees in regard to conditions of employment.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates for males 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 19.

Basic Wage.

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

19. (*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 August, 1953, the amount of the basic wage shall be as prescribed in clause 18.

(*c*) During each future successive period beginning with the first pay period to commence in an August, a November, a February or a May, 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 rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. Such wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(*e*) 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 14th May, 1953.

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No. 503] FRIDAY, JUNE 12. [1953

Factories and Shops Acts.

DETERMINATION OF THE SPORTS GROUND MAINTENANCE BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) By Order in Council dated the 13th September, 1947, the Garden Employees Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed :—

(*a*) in the laying-out, cultivation or keeping in order of a fairway or green in connexion with any golf links or putting green ;

(*b*) in the laying out, cultivation or keeping in order of a bowling green or tennis court ;

(*c*) at work connected with or incidental to the construction or maintenance or keeping in order of brick dust or porous tennis courts ;

(*d*) at work connected with or incidental to the construction, formation, maintenance or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings or outdoor amusements of any kind ;

and such power was conferred exclusively on the Sports Ground Maintenance 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 (other than persons subject to the jurisdiction of any Wages Board heretofore appointed) employed in or in connexion with the construction, ornamentation, formation, maintenance or keeping in order of grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind", has made the following Determination, namely.

1. That on the 21st May, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
		s. d.
15 years of age or under	29	67 6
16 years of age	32	74 0
17 years of age	37	86 0
18 years of age	51	118 6
19 years of age	61	141 6
20 years of age	73	169 6

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

One improver to every three or fraction of three workers receiving not less than the minimum wage.

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Other Employees.	Wages per Week of 40 Hours.
	£ s. d.
Racecourses—	
Leading hand, i.e., a person in charge of three or more employees	13 12 0
Groundsman or maintenance employee	12 17 0
All others	12 12 0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—	
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	14 2 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	13 7 0
Groundsman or maintenance employee	12 12 0
All others	12 9 6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—	
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance, and satisfactory condition of a playing area or areas and/or Turf Wickets	14 2 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	13 7 0
Groundsman or maintenance employee	12 17 0
All others	12 12 0

Any employee, other than a curator or assistant curator, required to take charge of 2 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.

Extra Rates.

3. (i) Where no assistant is engaged, a curator or green-keeper, in charge of 4 or more employees, shall be paid an additional 10s. per week.

(ii) Any employee other than a curator or green-keeper on racecourses, golf links, tennis courts, football grounds or show-grounds whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.

(iii) Any employee other than a curator or green-keeper operating a power-driven appliance, other than a motor mower, on a racecourse, cricket ground, football ground, showground or golf links, shall receive an additional amount of 3s. per day or part thereof.

Casual Employees.

4. A casual employee i.e., an employee engaged for less than 40 hours per week shall be paid at the rate of time and a third for the first 20 hours and ordinary rate thereafter up to but not exceeding the rate fixed for a full week's work.

Hours for an Ordinary Week's Work.

5. The number of hours to constitute an ordinary week's work shall be 40 which may be worked in either 5 or 5½ days.

Times of Beginning and Ending Work.

6. The times of beginning and ending work shall be the times mutually agreed upon between the employer and the employee and failing agreement, shall be as follows :—

Time of Beginning (not earlier than).	Time of Ending (not later than).
Bowling Greens—	
7.30 a.m.	12 noon on Saturday (or the day on which the half-holiday is observed locally).
7.30 a.m.	7.30 p.m. on the other working days of the week.
Any other Place—	
7.30 a.m.	12 noon on Saturday (or the day on which the half-holiday is observed locally).
7.30 a.m.	5.30 p.m. on the other working days of the week.

Provided that the hours once fixed shall not be altered without at least seven days' notice.

Overtime.

Bowling Greens.

7. (i) All time worked outside a spread of twelve hours per day shall be paid for at the rate of double time, provided that time occupied at watering shall be paid for at the rate of time and a half.

(ii) All time worked within a spread of twelve hours in excess of 40 hours per week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

Any Other Place.

(i) All time worked outside the times of beginning and ending work shall be paid for at the rate of time and half for the first two hours and double time thereafter.

(ii) All time worked within the times of beginning and ending work in excess of 40 hours per week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

Stand Down.

(*Bowling Greens.*)

8. An employee shall not be stood down for more than ten hours in the aggregate in any one week.

Holidays and Special Rates.

9. All employees shall be entitled to the following holidays without deduction of pay:—

New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day. Provided that if any of these holidays occur on a Sunday or other non-working day, an additional day for each such holiday occurring as aforesaid shall be added to the employee's annual leave.

If an employee works on any of the holidays mentioned herein he shall be paid time-and-a-half in addition to his ordinary pay, or if the employee so elects, an extra day and a half shall be added to his annual leave.

Special Rates for Sundays.

10. All work done on Sunday shall be paid for at double time.

NIGHT WATERING (OTHER THAN BOWLING GREENS).

11. (*a*) Employees required to do night watering, i.e., outside the times of beginning and ending work shall be paid at the rate of time and a half.

(*b*) No employee shall be called upon to do night watering without a clear break off duty of at least four hours.

PROVISIONS OF CLOTHING, ETC.

12. (*a*) The employee shall be provided with the following, free of charge, by the employer.

(i) Oilskins, gum boots, or other protective clothing, when called upon to work in the rain.

(ii) Gum boots, gloves, overalls and goggles, when required to distribute fertilizer or employed on spraying.

(iii) Gum boots when required to hose down.

(*b*) When gum boots are used they shall be washed and sterilized if required to be used by any other person.

MEAL BREAKS.

13. A period of not less than three quarters of an hour, not later than four hours after commencing work, shall be allowed for a meal.

MEAL ALLOWANCE.

14. Any employee required to work overtime for more than one hour without being notified the day before that he would be so required to work, shall either be provided with a meal by the employer or paid the sum of 4s. 6d.

If having been notified accordingly and the employee has provided himself with a meal, and such overtime is not worked, he shall be allowed the sum of 4s. 6d.

ANNUAL HOLIDAYS.

15. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, and any amendments which may be made thereto from time to time.

SICK LEAVE.

16. (*a*) If the absence from duty of an employee be reasonable because of his own illness, and he produces to the employer satisfactory evidence thereof, by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate forty hours of working time during any one year of employment or a proportionately less time during any shorter period of employment.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof, if the full period of sick leave as prescribed 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 160 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

17. A duly accredited officer of the Australian Workers' Union who is authorized in writing by the President or Secretary of such Union, shall have the right to interview any employee during the meal hour or such other time as may be approved by the employer or his representative, at the place of his employment on legitimate union business and shall be permitted to inspect the conditions relating to the persons employed.

TERMS OF ENGAGEMENT.

18. Employees, other than casuals, shall be employed by the week and their engagement shall only be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture, as the case may be, of one week's wages in lieu thereof. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct and in such cases the wages shall be paid up to the time of dismissal only.

PAYMENT OF WAGES.

19. Wages shall be paid on a fixed day, not later than Thursday of each week and during the employees' normal working hours.

TIME BOOK OR RECORD.

20. Every employee shall record daily the correct time of work on a time sheet or record which shall be furnished by the employer. Such time sheet or record shall be produced by the employer or his agent for inspection during reasonable hours to the Secretary of the Australian Workers' Union or any official thereof duly authorized in writing by the President or Secretary of the aforesaid Union.

FIRST-AID OUTFIT.

21. A first-aid outfit shall be provided by the employer at a place readily accessible to all employees.

PROVISION OF QUARTERS.

22. Where an employee is required to live on the premises and is required to act as caretaker he shall be provided with quarters free of charge.

EMPLOYEE REPORTING FOR WORK AND NOT ALLOWED TO START.

23. An employee who reports for work and is not allowed to start shall be paid for four hours' work at the appropriate rates.

MIXED DUTIES.

24. An employee who is required to do work for which a higher rate is fixed than that provided for his ordinary duties shall, if such work exceeds a total of four hours on any day, be entitled to be paid for all work done on such day at the higher rate.

LOCKERS, DINING AND WASHING FACILITIES.

25. Where practicable, suitable lockers, dining and washing facilities shall be provided for the use of employees.

SANITARY ACCOMMODATION.

26. The employer shall provide suitable sanitary conveniences on the job and have same maintained in a clean condition.

BICYCLE ALLOWANCE.

27. An employee instructed by the employer or his representative to use his own bicycle in the course of his duties shall be paid an amount of 2s. 6d. per week in addition to his ordinary rate.

PULLING HEAVY ROLLERS.

28. No employee shall be called upon to push or draw a roller exceeding 5 cwt. on cricket grounds unless granted necessary assistance.

PERIODICAL ADJUSTMENT OF WAGES.

29. The wages for adults 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 30.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

30. (*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 August, 1953, the amount of the Basic Wage shall be as prescribed in clause 29.

(*c*) During each future successive period beginning with the first pay period to commence in an August, a November, a February or a May, 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 13th May, 1953.

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No. 504] FRIDAY, JUNE 12. [1953

Factories and Shops Acts.

DETERMINATION OF THE TANNERS BOARD.

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

(*b*) On 21st April, 1925, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed in the trade of a tanner of all kinds of furred skins, or a dresser or a dyer of such skins, and such power was conferred on the Tanners (Furred Skins) 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 the trade of a tanner, currier, leather dresser or dyer of all kinds of skins other than a tanner of sheep skins," has made the following Determination, namely:—

1. That on the 21st May, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

JUNIOR LABOUR.

2. All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates:—

—	Wages Per Week of 40 Hours.			
	Within 20 Miles of G.P.O., Melbourne.		Elsewhere.	
	Wet.	Dry.	Wet.	Dry.
	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	100 9	97 0	100 6	96 9
16 to 17 years of age	126 3	121 6	125 9	121 0
17 to 18 years of age	151 9	145 9	151 3	145 3
18 to 19 years of age	177 6	170 0	176 9	169 6
19 to 20 years of age	201 9	194 6	200 9	193 6
20 to 21 years of age	228 6	218 9	227 6	217 9

The aggregate proportion of juniors (other than those employed as strainers or strippers) to adults shall not exceed two juniors to five adults or any fraction of five.

There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather and/or on hide leathers in tan pits or lime jobbing on hide leathers, and/or lifting from drums or paddles, hide or side leathers.

Other Employees.

—	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ s. d.	£ s. d.
(1) Currier	14 3 0	14 2 0
(2) Person classing or sorting green hides or sides or skins after being unhaired	14 0 0	13 19 0
(3) Hand flesher	13 16 0	13 15 0
(4) Hand fleshing after machining	13 12 0	13 11 0
(5) Machine flesher (including checking and heading machine)	13 12 0	13 11 0
(6) Unhairer, scudder stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	13 7 0	13 6 0

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—	Per Week of 40 Hours.					
	Within 20 Miles of G.P.O., Melbourne.			Elsewhere.		
	£	s.	d.	£	s.	d.
(7) Lime jobber	13	5	0	13	4	0
(8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	13	5	0	13	4	0
(9) Bark bagger	12	19	0	12	18	0
(10) Crop cutter after tanning	13	7	0	13	6	0
(11) Extract worker in tannery	13	1	0	13	0	0
(12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	12	16	0	12	15	0
(13) Man operating bark tan liquor plant	13	5	0	13	4	0
(14) Splitting machinist—						
Operator of big machine—						
(Wet)	14	1	0	14	0	0
(Dry)	13	16	0	13	15	0
Operator of other machines—						
(Wet)	13	19	0	13	18	0
(Dry)	13	14	0	13	13	0
(15) Man behind splitting machine—						
(Wet)	13	4	0	13	3	0
(Dry)	12	19	0	12	18	0
(16) Machine shaver—						
New machine—double width—						
(Wet)	13	13	0	13	12	0
(Dry)	13	8	0	13	7	0
Old machine—single width—						
(Wet)	13	14	0	13	13	0
(Dry)	13	9	0	13	8	0
(17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine	13	6	6	13	5	6
(18) Roller of sole leather	13	8	0	13	7	0
(19) Striker and setter out of sole leather	13	5	6	13	4	6
(20) Shedman who applies dressing to sole leather—						
(Wet)	13	3	0	13	2	0
(Dry)	12	18	0	12	17	0
(21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with the wool on)	13	10	6	13	9	6
(22) Fluffing machinist	13	3	0	13	2	0
(23) Fluffing machinist on suede wheel	13	7	6	13	6	6
(24) Leather dresser—						
(a) Table hand on chrome leathers	13	2	0	13	1	0
(b) Table hand on bark tanned hides or sides	13	5	0	13	4	0
(25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	13	1	0	13	0	0
(26) Machinist (not otherwise provided for) working any machines used for preparing fancy or other leathers	13	0	0	12	19	0
(27) Table hand setting out harness leathers	13	8	0	13	7	0
(28) Knee staker	13	5	0	13	4	0
(29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries	12	17	0	12	16	0
(30) Straining or toggling (over the age of 18 years)	13	1	0	13	0	0
(31) Stripping (over the age of 18 years)	12	18	0	12	17	0
(32) Employee unhairing either on beam or by sweeping	13	7	0	13	6	0
(33) Person classing and sorting hides, sides or skins or splits of leather after tanning	12	14	0	12	13	0
(34) Employee operating measuring machine	12	18	0	12	17	0
(35) Employee operating setting out machine—						
(Wet)	13	7	0	13	6	0
(Dry)	13	2	0	13	1	0
(36) Employee operating graining machine	13	0	0	12	19	0
(37) Employee operating ironing machine	13	0	0	12	19	0
(38) Employee operating embossing machine	13	0	0	12	19	0
(39) Employee operating squeezing machine	13	5	0	13	4	0
(40) Employee operating bark grinding machine	12	19	0	12	18	0
(41) Assistant on any of the machines (34) to (39)	12	18	0	12	17	0
(42) Operator or assistant on any machine used in the industry not otherwise provided for	12	18	0	12	17	0
(43) Glazer	13	3	0	13	2	0
(44) Glazer on kid and/or marsupial leathers	13	7	6	13	6	6
(45) Staker, combing machine operator	13	3	0	13	2	0
(46) Person lime jobbing on mechanical reels	13	5	0	13	4	0
(47) Hair washer	13	1	0	13	0	0
(48) Men handling hair	12	16	0	12	15	0
(49) Yardman	13	0	0	12	19	0
(50) All others	12	3	0	12	2	0

To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

Special Rates.

Employees engaged in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1½d. per hour extra for the time so employed.

Payment by Results.

3. Subject to the following provisions piecework or any other system of payment by results may be adopted by an employer so long as such rates permit employees of average capacity to earn at least 10 per cent. in addition to the total wages to which they are entitled under clause 2 hereof.

(a) The piecework rates now operating shall not be varied except in manner hereinafter provided.

(b) Piecework rates may be fixed or varied by factory boards consisting of two representatives of any employer, one of his employees and one representative of the Federation. If any such board is unable to agree on any rate or rates proposed by the employer the matter in dispute shall be referred to the Chairman of the Wages Board whose decision shall be final.

(c) If the employees of any factory or the Federation fail to appoint representation to any such board or fail to attend a meeting of such board called by the employer on a date not less than seven days after the service of notice on the State Secretary of the Federation, the employer may adopt such piecework rates which he deems reasonable without the authority of a board.

CONTRACT OF EMPLOYMENT.

4. (a) Except as to pieceworkers and casual workers and subject to the undermentioned provisos employment shall be by the week. Each employee shall be entitled to a week's notice of dismissal given on any day, or a week's pay in lieu of notice unless such dismissal is for wilful failure to attend for duty, malingering, misconduct or neglect of duty.

(b) An employee leaving his employment without giving a week's notice (unless his employer dispenses with such notice) shall forfeit a week's pay.

(c) Employees shall be paid for the holidays set out in clause 8 hereof as if worked.

(d) Provided however, that in the event of a stoppage through breakdown of machinery or any other cause for which the employer cannot be held responsible, the employer may on any day notify any employee that his services shall not be required on the following day or days and the employee's employment shall be temporarily terminated accordingly, and he shall not be entitled to be paid for the time not worked.

SICK LEAVE.

4A. (a) An employee absent through illness or accident shall not be entitled in any one year (whether in the employ of one employer or several, except as hereinafter provided) to leave in excess of 40 hours of working time. For this purpose a year shall commence on the first day of March.

(b) An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.

(c) An employee shall not be entitled to sick leave unless he has been in the service of the employer concerned for at least two months (8 weeks) immediately prior to such absence.

(d) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave, may be claimed by an employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of any sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years but no longer from the end of the year in which it accrues.

4B. (1) Notwithstanding anything elsewhere contained in this Determination the following provisions shall apply in the case of an employer who is subjected through no fault of his own to restriction or rationing in the use of electric energy or coal gas :—

(a) If by reason of such restriction or rationing he is unable usefully to employ an employee for the whole or part of any day or shift he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(i) If an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours work;

(ii) where an employee commences work he shall be entitled to be paid for four hours work;

(iii) an employee stood down shall be regarded as having continuity of service and employment for the purposes of annual leave, holidays and sick leave.

(b) He may require any employee to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(i) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(ii) for work performed between noon and 5.30 p.m. on Saturdays—ordinary rates plus 25 per cent.;

(iii) for work performed between 5.30 p.m. on Saturdays and midnight on Sundays—time and a half;

(iv) for work performed at all other times—ordinary rates plus 12½ per cent.

Provided that when an employee is required to commence work between the hours of 5.30 p.m. and 7 a.m. the amount he shall receive shall not be less than an amount of five shillings more than the amount he would receive if paid at ordinary day rates.

(c) He may alter the time at which meal breaks are usually taken, and/or the duration of them, in order to avoid or mitigate the effects of such restriction or rationing, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed.

(d) Any employee called upon to work a shift outside the daily spread of hours shall have a crib time of twenty minutes without deduction of pay to be taken at a time suitable to the process upon which he is engaged and such shift worker shall not be compelled to work for more than five hours without a crib time being allowed.

Provided also that the employer shall whenever it is practicable consult with the representative of the Union before acting under these paragraphs.

(e) He may, by agreement with an employee, allow to such employee the whole or any part of the annual leave prescribed by this Determination, without being liable to give such employee the notice normally required for that purpose.

(f) Nothing contained in this clause shall operate so as to reduce the shift premiums payable to employees who were fresh shift workers as prescribed in clause 7 (f) of this Determination at the date of the imposition of restrictions or rationing as aforesaid and who continues to work on such shift.

(g) Any period when an employee is stood down pursuant to emergency arrangements shall not be considered a period of absence from duty for the purpose of any Determination provision providing for payment of holidays or sick leave.

(h) All work in excess of 8 hours per day on any day or shift or in excess of 40 hours per week as the case may be, shall be overtime and its payment shall be governed by the terms of the Determination in respect to overtime.

(2) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing is in force and who—

(a) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in plant through no fault of his own; or

(b) because of the inability of the auxiliary power plant to meet the normal demands of power—

(i) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(ii) to alter the time at which meal breaks are usually taken and/or the duration of them.

(3) In the case of an employer who is unable to resume his normal operations after the lifting of restrictions and/or rationing of electric energy or coal gas because of the effect of the recent coal strike on his operations, these provisions are extended for a period not exceeding—

(a) should notification of the lifting of restrictions or rationing be received between midnight on Friday and noon on Thursday of any week—to 7 a.m. on the following Saturday;

(b) should notification of the lifting of restrictions or rationing be received between noon on Thursday and midnight on Saturday in any week—to 7 a.m. on the Saturday in the following week.

HOURS.

5. (a) The ordinary hours of employment shall be 40 per week, such hours to be worked between 7.30 a.m. and 4.45 p.m. on Monday to Friday inclusive (with 45 minutes' break for meals between the hours of noon and 1 p.m.).

(b) Subject to clause 7 not more than 8 hours (except if paid for at overtime rates) shall be worked in any one day in each week.

REST PERIOD.

6. A rest period of five minutes both morning and afternoon shall be given to all employees between the hours of 9.30 a.m. and 11 a.m. and 2.30 p.m. and 4 p.m. respectively. During such periods employees may not leave their department. Such time to be fixed by the employer concerned.

OVERTIME.

7. (a) All time worked on any day before or after the regular working hours or in excess of 8 hours on any one day, or in excess of 40 hours in any one week, shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) Any employees required to work overtime for more than two hours in any one day without being notified the day before that they will be so required to work, shall either be supplied with a meal by the employer or paid 3s.

(d) If any employee pursuant to notice under sub-clause (c) hereof has provided a meal and is not required to work overtime he or she shall be paid 3s. for the meal so provided.

(e) For work done outside ordinary hours piecework rates shall be increased by 50 per cent. for the first three hours of each period worked and 100 per cent. thereafter.

(f) In cases where a fresh shift of men is brought on to work outside ordinary hours the following rates shall be paid :—

(i) For work performed before 4.45 p.m.—Ordinary rates.

(ii) For the first six hours after 4.45 p.m. in the case of a shift commenced before 4.45 p.m.—Time and a quarter.

(iii) For the first six hours in the case of a shift which commences at 4.45 p.m. or thereafter.—Time and a quarter.

(iv) After six hours in the case of employees under sub-paragraphs (ii) or (iii) hereof.—Double time.

(g) Any employee called upon to work during a meal hour shall be paid time and a half, and such time and a half shall continue until he has had a meal break.

HOLIDAYS.

8. (a) All employees shall be entitled to the holidays hereinafter mentioned or any day observed in lieu thereof without deduction of pay :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and Picnic Day if held on a Saturday not preceding a Monday prescribed as a holiday. In addition to Holidays prescribed herein, employees shall also be entitled to a holiday on the 2nd June, 1953 (Coronation Day), and the said days shall be deemed to be included amongst the holidays above-mentioned for all purposes of the Determination.

(b) In Melbourne, Melbourne Cup Day shall be observed as a holiday in lieu of Queen's Birthday.

(c) Piece-workers shall be paid for such holidays even though not worked at the ordinary rates payable to employees not on piecework doing the same class of work. The rate shall be one-fifth of the appropriate weekly wage.

(d) Where an employee is absent from his or her employment on the working day before or after a holiday without reasonable excuse or without the employer's consent such employee shall not be entitled to payment for such holiday. The amount to be deducted shall be one-fifth of the appropriate weekly wage.

(e) If the engagement of any employee is terminated by his employer within fourteen days preceding any of the prescribed holidays the holiday or holidays occurring during such period shall be paid for unless the employee has started work with another employer with the right of payment for the holiday or holidays.

(f) That subject to the exceptions and reservations hereinafter provided an employee shall be entitled to absent himself from his employment on any of the prescribed holidays hereinbefore mentioned or on any day observed in lieu thereof without loss of pay for such holiday or holidays.

(g) An employer requiring an employee to work on any of the prescribed holidays hereinbefore mentioned or on any day observed in lieu thereof shall give to such employee fourteen days' clear notice prior to such prescribed holiday or holidays of such requirement to work.

(h) An employee who is required to work on any of the prescribed holidays and to whom notification as provided in sub-clause (g) has not been given shall be paid Double Time Rates or Rate of Double Time in *addition* to such ordinary rate as such employee would have received had he not so worked.

(i) An employee who is required to work on any prescribed holidays and who fails to attend for such duty shall not be entitled to payment for such holiday or holidays as the case may be providing such failure to attend for work is not due to illness or accident as construed and applied by the provisions of clause 4A. hereof.

ANNUAL LEAVE.

Period of Leave.

9. (a) Except as hereinafter provided a period of fourteen consecutive days' leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by his employer after a period of twelve months' continuous service with such employer.

Public Holidays Excluded.

(b) (i) Such period of annual leave shall not include holidays as prescribed in clause 8.

(ii) The annual leave prescribed by this clause shall be exclusive of any of the public holidays prescribed by this Determination and if any such holiday falls within an employee's period of annual leave there shall be added to that period one day for each such holiday falling as aforesaid.

(iii) Where an employee without reasonable excuse proof whereof shall lie upon him is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

Notice of Leave to be Given.

(c) At least seven days' notice shall be given to an employee as to when he is to commence his leave, and if such notice be withdrawn by an employer; the employee if he postpones his leave, shall be compensated by the employer for any reasonable out of pocket loss occasioned thereby.

Time When Leave to be Granted.

(d) Annual leave shall be given at a time fixed by the employer within a period not exceeding three months from the date when the right to annual leave accrued and after not less than one week's notice to the employee.

Leave to be Given and Taken.

(e) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided in sub-clause (h) hereof payment shall not be made or accepted in lieu of annual leave.

Payment of Wages.

(f) Each employee before going on leave shall be paid two weeks' wages at ordinary rates for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave. Payment in case of employees employed on piecework or bonus work or any other system of payment by results shall be at time rates.

Leave in Advance.

(*g*) (i) An employer may grant annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case, a further period of annual leave shall not commence to accrue until the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

(ii) Where leave has been granted to an employee pursuant to sub-clause (*g*) (i) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each one complete month of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in clause 8 of this Determination. Provided that in cases where such leave is granted at the request of the employee, the employer may when making payment under sub-clause (*f*) hereof, withhold from the employee a sum equal to one-twelfth for each complete month of the qualifying period not served by the employee at the time of going on such leave and retain such sum until the expiration of such qualifying period.

Proportionate Payment.

(*h*) Proportionate payment shall be made in respect of each completed month of continuous service in any qualifying twelve-monthly period when an employee lawfully leaves his employment or his employment is terminated by his employer through no fault of the employee.

Calculation of Continuous Service.

(*i*) (*a*) Continuity of service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made with the intention of avoiding obligations hereunder in respect of annual leave;

(ii) any absence from work of not more than fourteen days in the twelve months on account of sickness or accident (proof whereof shall be on the employee);

(iii) any absence on account of leave granted imposed or agreed to by the employer;

(iv) any absence due to reasonable cause (including absences on account of sickness or accident of more than fourteen days) (proof whereof shall be on the employee).

Provided that in cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall if practicable inform the employer in writing within 24 hours after the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause, and the estimated duration of his absence.

(*b*) In calculating a period of twelve months' continuous service—

(i) (1) any annual leave taken therein;

(2) any absences of the kind mentioned in (i) and (ii) of paragraph (*a*) above shall be counted as part of such period;

(ii) in respect of absences of the kind mentioned in (iii) and (iv) of paragraph (*a*) above, the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences;

(iii) any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

Calculation of Month.

(*j*) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Successor or Assignee or Transmittee.

(*k*) Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Annual Close Down.

(*l*) Where an employer closes down his plant, or a section or sections thereof, for the purpose of allowing annual leave to all or the bulk of the employees in the plant, or section or sections the following provisions shall apply:—

(i) He may by giving to the employees concerned not less than one month's notice of his intention so to do, stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned, is reopened for work.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*h*) of this clause, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

PAYMENT FOR WORK ON SUNDAYS AND HOLIDAYS.

10. (*a*) All work performed on Sundays and holidays shall be paid for at the rate of not less than double time.

(*b*) An employee called upon to work on a Sunday shall be entitled to a minimum of two hours' pay and on public holidays to a minimum of four hours' pay.

MIXED FUNCTIONS.

11. Where an employee is engaged on any day on mixed functions or on work carrying a higher rate of pay than his ordinary classification he shall be paid at the higher rate for the time so worked on such higher classification. If the aggregate hours worked by an employee on such higher classification exceed sixteen in the week he shall be paid at the higher rate for the week.

Provided further that an employee employed at any two or more of the operations of buffing, fluffing, or fluffing on the suede wheel not entitled to the higher rate for any week shall for each day on which he is called on to do any two or more of such operations be paid the higher rate of pay.

PAYMENT OF WAGES.

12. (*a*) Wages shall be paid not later than Thursday of each week in the employer's time or within five minutes of knock off time. Time waiting for payment after such five minutes shall be paid for at overtime rates.

(*b*) Any employee who has worked only a portion of a week and who is dismissed by his employer or has left his employment after the giving of a week's notice by complying with clause 4 of this Determination shall be paid on ceasing work for all time worked during that week, less any deductions that the employer may be lawfully entitled to make.

(*c*) Each employer shall, if he deems it necessary, be entitled to retain in hand from each employee an amount equal to two day's wages of such employee.

(*d*) On the pay day, the employer shall state in writing to each employee the amount of wages to which he is entitled, the amount of deductions made therefrom, and the nett amount being paid to him.

TOOLS OF TRADE.

13. (*a*) The employer shall provide all tools, leggings, gloves (rubber and other), aprons (rubber, leather, or cloth, where suitable), respirators and other tools and implements of trade necessarily required by an employee in the performance of his duties.

(*b*) Employees working outdoor in wet weather shall be provided by the employer with waterproof capes for use whilst so working.

(*c*) Rubber knee boots shall be provided by the employer on all work where necessarily required on Wet Drum work.

DAMAGE TO CLOTHING.

14. In the event of boots or clothing being damaged or destroyed by fire or corrosive substance other than in the normal course of usage of such boots or clothing, compensation to the extent of the damage sustained (but not exceeding £5) shall be made by the employer.

TAKING OFF COVERINGS.

15. (*a*) Each employer shall allow to each of his employees engaged on recognized wet work five minutes in the employer's time at termination of work each day for the purpose of taking off coverings and changing.

(*b*) During such period of five minutes employees above referred to may leave their actual place of work but shall not leave the factory.

TIME AND WAGES BOOKS, CARDS, ETC.

16. (*a*) Each employer shall keep in each factory, workshop or place where work is carried on by him, some card or check used in connexion with a mechanical clock or a time and wages book showing the name of each employee and his or her occupation, the hours worked each day and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(*c*) The time and wages book shall be open for inspection to not more than two officers of the Federation duly accredited in writing by the Federation covered by this Determination during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the Secretary of the Federation or the district secretary or organizer of any division suspects that a breach of this Determination has been or is being committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of this Determination.

RIGHT OF ENTRY OF UNION OFFICIAL.

17. Duly accredited representatives of the Federation shall have the right to enter employers' workshops for the purpose of interviewing employees on legitimate Federation business on the following conditions:—

(i) that they produce their authority to the gatekeeper or such other person as may be appointed by the employer;

(ii) that not more than two representatives in all be in any workshop at any one time;

(iii) 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.

(iv) where a Union official holding the right of entry under this clause suspects that a breach of this Determination is occurring or has occurred he shall be afforded the opportunity to enter the factory at any time during working hours and view the work in question.

UNION BUSINESS.

18. Officers or members of the Federation or any branch thereof may leave their work to attend to the business of the Federation after at least three days' notice has been given to the employer, but without being paid while absent.

SHOP STEWARD.

19. (*a*) Shop stewards or Federation representatives shall be granted every facility in carrying out their duties.

(*b*) Shop stewards appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom they represent.

(*c*) Shop stewards shall be allowed the maximum of one hour per week, after pay day, to collect Federation dues during working hours, without deduction of pay. Such time shall be fixed at a time most convenient to, and at the employer's discretion.

Posting Determination and Union Notices.

20. (*a*) An employer shall provide notice boards in his establishment in the workroom of each department and the Federation shall be permitted to post any notice thereon in connexion with meetings or other Union business of the Federation.

(*b*) Every employer shall post and keep posted a copy of the Determination in a place accessible to all employees.

Accident Pay.

21. When an employee meets with an accident whilst at work which accident necessitates his absence from work he shall, for the period not exceeding one week for which he does not receive any payment under the provisions of the appropriate State laws, be paid at the rate of half the payment prescribed by this Determination for the class of work on which he was engaged prior to being so absent.

Accommodation.

22. (*a*) Boiling water shall be supplied by the employer for tea for the employees at lunch time.

(*b*) Dining Room and Dressing accommodation and facilities for drying clothes shall be provided for by the employer, who shall be held responsible for the place being kept clean. Dressing rooms shall contain suitable provisions (hanging facilities) for the clothes of each employee.

(*c*) Suitable showers shall be available for all employees, and both hot and cold water shall be laid on and shall be readily accessible to employees.

(*d* The employer shall provide a suitable covered bicycle-stand.

First-aid Outfit.

23. (*a*) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

(*b*) An efficient first-aid outfit shall be that prescribed by the laws and regulations of the State in which the factory is situated, but, where there is no legislation on the subject, the first-aid outfit shall contain the following equipment:—

Article.	Quantities to be kept in Ambulance Chest.	
	Factories and Workshops in which not more than 30 persons are Employed.	Factories and Workshops in which more than 30 persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ doz. assorted sizes	½ doz. assorted sizes
Iodine, tincture of	1 oz.	2 oz.
Castor oil	1 oz.	2 oz.
Manual first aid.		
Petrolatum, carbolized	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonsful of powdered picric acid ; 3 oz. absolute alcohol; 2 pints distilled water.		
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Cotton, absorbent Gauze, sterilized and plain Lint, absorbent Plaster, adhesive	An adequate assortment	An adequate assortment

Members shall not be Compelled to Resign Membership.

24. An employer shall not compel an employee to resign his membership of the Federation through the fact of such member being made a foreman or being placed on the staff.

Formaldehyde.

25. (*a*) Where formaldehyde is used so as to create obnoxious or injurious fumes there shall be sufficient ventilation to take the fumes away.

(*b*) Suitable goggle protectors shall be provided by the employer, if requested, for employees using formaldehyde or breaking down sulphide.

Factories and Shops Acts.

26. Employers shall comply with the laws and regulations for the time being in force relating to factories and workshops in respect of sanitation, lavatories, factory cleanliness, heating, light and seating accommodation in so far as such laws and regulations do not conflict with any provisions of this Determination.

Probation Period.

27. Any employee who has not previously been engaged in the industry on the following classes of work, viz., items 14, 16, 21, 22 or 23 shall receive when so engaged not less than the rate of pay prescribed for Table hand, item 24(*a*) for a period of probation of four calendar weeks and thereafter shall receive the full rate in accordance with the appropriate class of work he is engaged upon, provided however, that no employee placed upon probation upon any class of work hereinbefore mentioned in this clause shall receive a lesser rate than that which he was previously receiving immediately prior to his engagement on any such new class of work.

Definitions.

28. (*a*) "Federation" shall mean the Australian Leather and Allied Trades Employees' Federation.

(*b*) "Double-time rates" or "Rate of double time" shall mean when applicable to ordinary hours of work on a week-day, holiday or Sunday, the ordinary hour rate payable as part of the weekly wage, and in addition a rate equal to such ordinary hour rate.

(*c*) "Casual worker" means an employee (other than a regular employee) employed and paid by the day.

(*d*) "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece, task, or bonus worker the ordinary rate.

(*e*) "Treble time" or "rate of treble time" shall mean, when applicable to ordinary hours of work on a holiday, the ordinary hour rate payable as part of the weekly wage, and in addition a rate equal to twice such ordinary rate.

(*f*) "Currier" is a person who in his work uses a whitening knife, skiver slicker, whitening slicker, or shaving knife, or buffing knife, or buffing slicker.

(*g*) "Handflesher" is a person who uses in his work a knife for the purpose of fleshing green hides or cutting down hides or skins or pieces before or after being fleshed by a machine.

(*h*) "Table hand" is a person engaged on any class of work done on tables, except in sole leather or as otherwise provided.

(*i*) "Slab work" shall mean the pasting of pieces of split leather together for sale or use as soles, insoles, heel or toe pieces or stiffeners, or any purpose whatsoever.

(*j*) "Strainers" shall mean a person engaged at straining or tacking out or toggling or carrying boards or frames used for straining or tacking out or toggling.

(*k*) "Wet splitting" and/or "Wet shaving" shall mean wet splitting and/or wet shaving of hides, sides, or skins, or splits including sheep and lambskins with the wool on and also pickled pelts which are split and/or shaved immediately after removal from pits or drums or paddles without being either squeezed or left for draining for a substantial period.

(*l*) "Yardman" shall mean a person who is engaged cleaning drains and sewers.

(*m*) "Shedman" used in relation to tanneries shall include persons employed in hide houses of beamshed departments spreading out and hooking hides together to make packs ready for reeling into pits, trucking hides and taking them out of bundles, lumping hides from the lorries, and cleaning up.

Departments.

29. "Departments" of a tannery or leather-dressing establishment refer only to each of the following departments :—

Beamshed department;
Tanning department (including all wet work);
Curriers' department (including rolling);
Finishing department (other than rolling).
"Japan shop."—Japan shop means places where persons japanning or enamelling leather are engaged.

Periodical Adjustment of Wages.

30. The wages rates set out for adults 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 31.

Basic Wage.

Place.	Basic Wage (Adjustable).	War Time Loading.	Industry Allowance.	Total Base Rate.	Index Number Set Assigned.
	£ s. d.	s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	11 12 0	5 0	6 0	12 3 0	Melbourne
Elsewhere	11 11 0	5 0	6 0	12 2 0	Five Towns (weighted average)

Adjustment of Basic Wage.

31. (*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 August, 1953, the amounts of the Basic Wage shall be as prescribed in clause 30.

(*c*) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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 rates for junior labour shall be the undermentioned percentages of the total base rate, such percentages to be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

Age.	Wet. (Percentage of Total Base Rate.)	Dry. (Percentage of Total Base Rate.)
Under 16 years of age	41½	40
16 to 17 years of age	52	50
17 to 18 years of age	62½	60
18 to 19 years of age	73	70
19 to 20 years of age	83	80
20 to 21 years of age	94	90

MARGINS.

(c) In addition to the total base rate provided for in clause 30 the following margins shall be payable to employees mentioned hereunder :—

Classification.	Margins. s. d.
(1) Currier	40 0
(2) Person classing or sorting green hides or sides or skins after being unhaired	37 0
(3) Hand flesher	33 0
(4) Hand fleshing after machining	29 0
(5) Machine flesher (including checking and heading machine)	29 0
(6) Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	24 0
(7) Lime jobber	22 0
(8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic pressor	22 0
(9) Bark bagger	16 0
(10) Crop cutter after tanning	24 0
(11) Extract worker in tannery	18 0
(12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	13 0
(13) Man operating bark tan liquor plant	22 0
(14) Splitting machinist—	
Operator of big machine	
(Wet)	38 0
(Dry)	33 0
Other machines	
(Wet)	36 0
(Dry)	31 0
(15) Man behind splitting machine	
(Wet)	21 0
(Dry)	16 0
(16) Machine shaver—	
New machine—double width	
(Wet)	30 0
(Dry)	25 0
Old machine—single width	
(Wet)	31 0
(Dry)	26 0
(17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine	23 6
(18) Roller of sole leather	25 0
(19) Striker and setter out of sole leather	22 6
(20) Shedman who applies dressing to sole leather	
(Wet)	20 0
(Dry)	15 0
(21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with wool on)	27 6
(22) Fluffing machinist	20 0
(23) Fluffing machinist on suede wheel	24 0
(24) Leather dresser	
(a) Table hand on chrome leathers	19 0
(b) Table hand on bark tanned hides or sides	22 0
(25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	18 0
(26) Machinist (not otherwise provided for) working any machine used for preparing fancy or other leathers	17 0
(27) Table hand setting out harness leathers	25 0
(28) Knee staker	22 0
(29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries	14 0
(30) Straining or toggling (over the age of 18 years)	18 0
(31) Stripping (over the age of 18 years)	15 0
(32) Employee unhairing either on beam or by sweeping	24 0
(33) Person classing and sorting hides, sides or skins or splits of leather after tanning	31 0
(34) Employee operating measuring machine	15 0
(35) Employee operating setting out machine	
(Wet)	24 0
(Dry)	19 0
(36) Employee operating graining machine	17 0
(37) Employee operating ironing machine	17 0
(38) Employee operating embossing machine	17 0
(39) Employee operating squeezing machine	22 0
(40) Employee operating bark grinding machine	16 0
(41) Assistant on any of the machines (34) to (39)	15 0
(42) Operator or assistant on any machine used in the industry not otherwise provided for	15 0
(43) Glazer	20 0
(44) Glazer on kid and/or marsupial leathers	24 6
(45) Staker, combing machine operator	20 0
(46) Person lime jobbing on mechanical reels	22 0
(47) Hair washer	18 0
(48) Men handling hair	13 0
(49) Yardman	17 0
(50) All others	Nil

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

J. V. WILLOX, Secretary.

Melbourne, 21st May, 1953.

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No. 505] FRIDAY, JUNE 12. [1953

Factories and Shops Acts.

DETERMINATION OF THE TAR AND BITUMEN 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 now has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of the Excavation or Roadwork Board) wheresoever employed in the process, trade, business, or occupation of—

(i) tar distilling;

(ii) manufacturing or preparing bituminous emulsions, tar distillates, asphaltic concrete, or other road-surfacing preparations;

(iii) manufacturing or preparing enamel made from tar pitch;

has made the following Determination, namely:—

1. That, on the 19th May, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGE PER WEEK OF 40 HOURS.

Improvers.	Percentage of Basic Wage.	Adjustable Rate.	Plus Conditions and Clothing Allowance (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.
Under 19 years of age	82	190 0	4 6	194 6
19 years and under 20 years ..	97	225 0	4 6	229 6
20 years and under 21 years ..	100 + 5s.	237 0	4 6	241 6

PROPORTION (IN ANY PLACE).

One improver to every five or fraction of five workers receiving not less than 261s. 6d.

Other Employees.	Adjustable Rate.	Plus Conditions and Clothing Allowance (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Bitumen emulsion maker ..	259 6	4 6	264 0
Bitumen, tar, or pitch kettle attendant (where direct heat by fire is used)	259 6	4 6	264 0
Tar distillate and/or maker of pitch (T.I.C. type of plant) ..	258 6	4 6	263 0
Tar distiller and/or maker of pitch (other types of plants) ..	261 6	4 6	266 0
Tar acid still attendant ..	261 6	4 6	266 0
Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials	259 6	4 6	264 0
Pitch enamel maker (closed type of plant)	261 6	4 6	266 0
Pitch enamel maker (open type of plant)	For rate	see clause	8 (*d*)
All others	257 0	4 6	261 6

NOTE.—The Board determines that no person shall be employed as an apprentice.

HOURS OF EMPLOYMENT.

3. The ordinary hours of employment shall be 40 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each continuously, except for meal-hour breaks, at the discretion of the employer, between 6.30 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 6.30 a.m. to noon on Saturday: Provided that, by mutual agreement between an employer and his employees, the spread of hours herein prescribed may be altered, and ordinary hours may be worked on the basis of 80 per fortnight with weeks of 36 hours and 44 hours alternatively.

No. 505.—4926/53.—PRICE 6d.

OVERTIME.

4. For all work done in excess of the ordinary hours (daily or fortnightly) the rate payable shall be time and a half for the first three hours' work and double time thereafter.

SHIFT WORK.

5. (*a*) Employees working on afternoon or night shift shall be paid 2s. per shift or part thereof in addition to the rates prescribed in clause 2.

(*b*) "Afternoon shift" means any shift finishing between 6 p.m. and midnight. "Night shift" means any shift finishing between midnight and 8 a.m.

TERMS OF EMPLOYMENT.

6. (*a*) 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 employees without notice for malingering, inefficiency, neglect of duty, or misconduct and, in such cases, the 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 in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(*b*) An employee not attending for duty shall, except as provided in clause 12 hereof, lose his pay for the actual time of such non-attendance.

CASUAL LABOUR.

7. Persons employed for less than two consecutive weeks shall be paid 10 per centum in addition to the rates prescribed in clause 2.

ALLOWANCES.

8. (*a*) Persons employed cleaning tar distiller boiler where the artificial temperature is 130° Fahr. or less shall be paid 6d. per hour in addition to their ordinary wage.

(*b*) Persons employed cleaning bitumen tanks and/or bitumen emulsion tanks shall be paid 6d. per hour in addition to their ordinary wage.

(*c*) Persons employed cleaning tar distiller boiler where the artificial temperature exceeds 130° Fahr. shall be paid 9d. per hour in addition to their ordinary wage. Where work continues for more than two hours in temperatures exceeding 130° Fahr. employees shall be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(*d*) Persons employed making pitch enamel (open type of plant) shall, whilst so employed, be paid the rate fixed for the work usually performed by them with the addition of 8d. per hour.

SPECIAL RATES.

9. Double time shall be the rate payable for all work done on Sunday, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Coronation Day (2nd June, 1953), and Melbourne Cup 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 only for work done on the day so substituted.

HOLIDAYS.

10. Employees shall be entitled to the following public holidays without deduction of pay:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Union Picnic Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Coronation Day (2nd June, 1953), and Melbourne Cup Day.

ANNUAL HOLIDAY.

11. (*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.

(*b*) In addition to the above, seven-day shift workers, that is, shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve-monthly qualifying period, one week's leave, including non-working days.

(*c*) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of two week's annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(*d*) If, in any twelve-monthly qualifying period, a seven-day shift worker lawfully leaves his employment, or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (*a*) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven-day shift worker.

(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.)

SICK LEAVE.

12. (*a*) When an employee is disabled by personal ill-health, proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the employee's consequencial absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding 40 hours of working time in any year of employment.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof, if the full period of sick leave as prescribed 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 an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause, service prior to 29th November, 1945, shall be disregarded.

MEAL MONEY.

13. When an employee is required to work overtime in excess of one hour and a half, and has not been given notice accordingly on the previous working day, he shall be allowed an amount of 2s. 6d. for a meal.

GLOVES.

14. Persons employed handling hot materials, drums of pitch, or corrosive materials, shall be provided free of charge with suitable gloves by the employer.

CLEANSING MATERIAL.

15. A suitable solvent and cotton waste shall be provided by the employer.

WASHING TIME.

16. An employee shall be allowed five minutes washing time immediately prior to the meal break and on ceasing work for the day. Such washing time to be counted as time worked.

RIGHT OF ENTRY OF UNION OFFICIALS.

17. The Secretary or any other official of the Australian Workers' Union, duly authorized in writing by the said union, shall not be prevented on production of such authority by any employer from visiting and conversing with employees at meal time or at any other time mutually agreed upon by the employer or his works manager and the said union secretary or other authorized official.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates for adult males 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 19.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

19. (*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 August, 1953, the amount of the Basic Wage shall be as prescribed in clause 18.

(*c*) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 19th May, 1953.

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No. 506] **FRIDAY, JUNE 12.** **[1953**

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 on the 20th May, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Apprentices or Improvers.

	Percentage of Basic Wage.	Wages Per Week.
		s. d.
Under 16 years of age	67	155 6
16 years of age and under 17 years of age	73	169 6
17 years of age and under 19 years of age	94	218 0
19 years of age and under 20 years of age	100 plus 10s. 6d.	242 6
20 years of age and under 21 years of age	100 plus 26s. 6d.	258 6

PROPORTION (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 303s. 6d. per week.

An indenture of apprenticeship has been prescribed by the Board

Improvers.

One improver to every four workers receiving not less than 303s. 6d. per week.

Other Employees.

	Wages Per Week.
	s. d.
Carcass skinners	309 6
All others	303 6

Afternoon shift employees shall receive an additional 10 per cent. per week.

Night shift employees shall receive an additional 10 per cent. per week.

Leading hands on afternoon or night shift shall receive an additional 3s. per shift.

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, Melbourne Cup Day, Christmas Day, Boxing Day, Butchers' Picnic Day, and Coronation Day (2nd June, 1953), 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 carcase skinners 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.
	£ s. d.	
Throughout the State	11 12 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 August, 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 an August, a November, a February, or a May, 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 20th May, 1953.

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No. 507] **FRIDAY, JUNE 12.** **[1953**

Factories and Shops Acts.

DETERMINATION OF THE TENNIS STRINGS 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 rate which may be paid to any person or persons or classes of persons employed in the process, trade, or business of making strings for tennis rackets, has made the following Determination, namely:—

1. That, on the 20th May, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.					Juvenile Workers.			
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.			
Age.	Males.		Females.		Males.		Females.	
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.
		s. d.		s. d.		s. d.		s. d.
Under 17 years	51	118 6	68	118 6	51	118 6	68	118 6
17 years and under 18 years ..	69	160 0	80	139 0	69	160 0	80	139 0
18 years and under 19 years ..	87	202 0	93	162 0				
19 years and under 20 years ..	100 plus 5s.	237 0	100 plus 4s.	178 0				
20 years and under 21 years ..	100 plus 24s. 6d.	256 6	100 plus 16s. 6d.	190 6				

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 297s. 6d. per week of 40 hours.

Improvers (Males).

Four improvers to each male worker receiving not less than 297s. 6d. per week of 40 hours.

Females.

Two improvers to each female worker receiving not less than 207s. 3d. per week of 40 hours.

Definition of Juvenile Workers.

Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—
(*a*) picking out or selecting:
(*b*) making in the raw state:
(*c*) twisting in the dry state.

PROPORTION (IN ANY PLACE).

Males.

Six juvenile workers to each worker receiving not less than 297s. 6d. per week of 40 hours.

Females.

Three juvenile workers to each worker receiving not less than 207s. 3d. per week of 40 hours.

OTHER EMPLOYERS.

Wages per Week of 40 Hours.

Males.

	s. d.
Employees splitting, scraping, and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes	306 6
All others	297 6

Females.

All adults	207 3

ORDINARY WEEK'S WORK.

3. Forty hours shall constitute an ordinary week's work which may be worked in five or five and a half days as follows:—

On the day on which the half holiday is usually observed	Between 7.15 a.m. and 12 noon.
On all other working days of the week	Between 7.15 a.m. and 5.30 p.m.

OVERTIME.

4. That the following rates shall be paid for all work done—

(a) outside the hours fixed in clause 3 .. .. Time and a half. Excepting after 12 noon on the day on which the half holiday is usually observed when the rate shall be double time.

(b) within the hours fixed in clause 3 in excess of either—

(1) the number of hours fixed as a day's work; or
(2) the number of hours fixed as a week's work } Time and a half.

(c) an employer may require any employee to work reasonable overtime at overtime rates and the employee shall work overtime in accordance with such requirement.

MEAL INTERVAL.

5. That a meal interval of at least half an hour shall be allowed to employees between the hours of 12 noon and 2 p.m.

SMOKO INTERVAL.

6. Employees shall be allowed fifteen minutes smoko each forenoon and afternoon without deduction of pay.

PAYMENT FOR HOLIDAYS.

7. All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Butchers' Picnic Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Melbourne Cup Day, Christmas Day, Boxing Day, and Coronation Day (2nd June, 1953).

SPECIAL RATES.

8. Double time shall be the rate to be paid for all work done on Sunday, New Year's Day, Butchers' Picnic Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Melbourne Cup Day, Christmas Day, Boxing Day, and Coronation Day (2nd June, 1953), but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, then the special rate shall be payable only for the day so substituted.

SICK LEAVE.

9. (a) Any employee 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 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) Notwithstanding the provisions of sub-clause (b) 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 an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause, service prior to 18th May, 1945, shall be disregarded.

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.

(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 9d., plus postage.)

NOTICE OF INTENTION TO WORK OVERTIME.

11. (a) In every case where practicable, an employer shall give 24 hours' notice to each employee of his intention to work such employee overtime. In each case where such notice has not been given, and the employee is required to work overtime, he or she shall receive 3s. as tea money in addition to any other special payments provided.

(b) In every case where an employee has been notified that he or she is required to work overtime and attends for that purpose but is not required, he or she shall be paid 3s. tea money, except where the failure to find employment is due to the accidental breakdown of necessary machinery.

NOTICE OF TERMINATION OF EMPLOYMENT.

12. All employment shall be on a weekly basis and 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 week's notice, the employer may pay a week's wages and/or the employee leaving his or her employment without giving notice shall forfeit a week's wages which may be deducted from any wages due. This shall not affect the right of the employer to dismiss any employee for malingering, inefficiency, neglect of duty, or misconduct, in which case wages shall be paid up to the time of dismissal only:

Provided that an employer may deduct payment for any day upon 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.

TERMS OF EMPLOYMENT.

13. Where the employer terminates the employment of an employee, for reasons other than misconduct, within two weeks prior to a day or days on which a holiday or holidays occur, and such employee is re-engaged within a period of two weeks immediately after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least two months prior to the termination of employment.

WATERPROOF CLOTHING.

14. When an employee is called upon to work in a wet department he shall be provided by the employer with a waterproof apron and rubber boots which shall remain the property of the employer, and when using dyes or acids injurious to the skin shall be provided with rubber gloves.

DISINFECTANT TO BE SUPPLIED.

15. The employer shall provide ample quantities of hot water, soap, and disinfectant for the use of employees.

RIGHT OF ENTRY.

16. 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.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates for adult males 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 in clause 18.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 12 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 August, 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 an August, a November, a February, or a May, 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 rate for adult females is based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rate for adult females shall be adjusted by increasing or decreasing such rate by the amount of the difference from time to time in the said basic wage for females.

(*e*) The wages of apprentices, improvers, or juvenile workers 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 20th May, 1953.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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No. 508] FRIDAY, JUNE 12. [1953

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 20th May, 1953, 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. 11·525d. per 100 sheep or lambs slaughtered .. ..

To slaughtermen employed in Group B, 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—

62s. 10·116d. per day.

Thereafter until considered competent by the employer—

69s. 2·866d. 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 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. 11·525d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 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.

No. 508.—5001/53.—PRICE 6D.

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 2,000 sheep or lambs handled daily per employee and thereafter an additional rate of 6d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate when up to 2,000 sheep or lambs are handled daily on any one ring; when over 2,000 sheep or lambs are handled on any one ring an additional amount of 3d. per 100 shall be paid for all sheep or lambs handled and divided equally among all such employees.

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 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.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each piece worker (other than learners) shall be increased by the sum of 23s. plus sick leave loading of 4·416d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CATTLE.

3. (*a*) Rate of Pay to Slaughtermen.—

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, 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.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 23s. plus sick leave loading of 4·416d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CALVES.

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

Skin on—	
Calves up to 60 lb. skin on	8·875d. per head.
Calves 61 lb. to 90 lb. skin on	1s. 1·312d. per head.
Calves 91 lb. to 120 lb. skin on	1s. 5·75d. per head.
Calves over 121 lb. skin on	2s. 2·625d. per head.
Skin Off—	
Calves under 60 lb. skin off	1s. 0·5d. per head.
Calves 61 lb. to 90 lb. skin off	1s. 8d. per head.
Calves 91 lb. to 120 lb. skin off	2s. 4d. per head.
Calves 121 lb. to 200 lb. skin off	3s. per head.

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—

70s. 8·836d. per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—13·059d. 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.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (except calf skinners skinning cold calves), shall be increased by the sum of 23s. plus sick leave loading of 4·416d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

PIGS.

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

Machine dehaired—	
Up to 100 lb.	1s. 1·138d. per head.
101 lb. to 200 lb.	1s. 5·376d. per head.
200 lb. to 300 lb.	2s. 4·625d. per head.
Over 300 lb.	4s. 7·65d. per head.
Hand scudded—	
Up to 100 lb.	1s. 10·533d. per head.
101 lb. to 200 lb.	2s. 4·625d. per head.
200 lb. to 300 lb.	3s. 9·526d. per head.
Over 300 lb.	4s. 7.65d. 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.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 23s. plus sick leave loading of 4·416d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

RATES OF PAY TO BONERS.

6. (*a*) Boners shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota as prescribed in sub-clause (*c*) of this clause. The following daily quotas shall apply :—

Beef 38 quarters.
Mutton 65 carcasses.
Veal 57 carcasses (to be ribbed out and birdcaged).
Pork 1,900 lb. when boned, derinded and defatted to the satisfaction of the employer or
2,490 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(*b*) For the purposes of computing the daily pay the following sub-clause shall apply :—

Beef—
One hind quarter shall equal one quarter of beef.
One forequarter or horse's head over three ribs under 100 lb. shall equal one quarter of beef.
One forequarter or horse's head over three ribs 101 lb. or over shall be equivalent to one and a quarter quarters.
Five briskets shall equal one quarter of beef.
Two rumps and loins shall equal one quarter of beef.
Three loins 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 horse's 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
Five briskets and shins with portion of clod attached shall equal two quarters of beef.
A forequarter shall consist of not less than 10 ribs.

Bull—
One quarter of bull beef shall equal two quarters of beef and the definitions in sub-clause (*b*) hereof shall apply.

Sheep—
One carcass under 64 lb. shall equal one carcass.
One carcass over 64 lb. shall equal one and half carcasses.
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 forequarters shall equal two carcasses.
One Trunk with chump attached shall equal one carcass.
When carcasses are boned out, ribbed and birdcaged four carcasses shall count as five carcasses.

Ram—
Rams shall be paid for at double rates whenever done.

Veal—
One calf under 60 lb. shall equal one carcass.
One calf over 60 lb. and under 120 lb. shall equal one and a half carcasses.
One calf 121 lb. to 200 lb. shall equal three carcasses.
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.

The provisions of sub-clause (*b*) hereof shall not apply so as to reduce the daily quota prescribed in sub-clause (*a*) of this clause.

(*c*) When boning is done in excess of the daily quota as prescribed in sub-clause (*a*) of this clause the following rates shall apply—

Beef—1s. 10·34d. per quarter.
Mutton—1s. 2·893d. per carcass.
Veal—1s. 2·893d. per carcass.
Pork—3s. 8·68d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.
2s. 10·092d. when previously derinded and only required boning and defatting to the satisfaction of the employer.

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. (*a*) Slicers and Trimmers shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota at the rates prescribed in sub-clause (*b*) of this clause. The following daily quota shall apply:—

Beef 56 quarters.
Mutton 130 carcasses.
Veal 228 carcasses.

For the purpose of computing the daily pay the provisions of sub-clause (*b*) of clause 6 of this Determination shall apply.

(*b*) When slicing is done in excess of the daily quota as prescribed in sub-clause (*a*) of this clause the following rates shall apply:—

(i) Beef 1/2·322d. per quarter.
(ii) Mutton 6·17d. per carcass.
(iii) Veal 3·518d. per carcass.
(iv) Pork—to be treated at hourly rates.

(*c*) Bull Beef shall be paid for at 50% 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	9 12 6
2nd " "	12 4 3
3rd " "	13 0 9
4th " "	14 12 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.
	s. d.		s. d.
16 years and under 17 years	30 0·816	Boners (Beef and Mutton)	70 8·91
17 years and under 18 years	34 0·816	Head and Feet Boners— (i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains	
18 years and under 19 years	37 0·816	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	62 5·716
19 years and under 20 years	48 9·216	Slicers and Trimmers	66 10·072
20 years and under 21 years	53 9·216	Sheep Skin classers	65 1·316
		Labourers trimming, cleaning, scalding, and picking tripe	62 5·716
		Skin shed labourers	62 1·316
		Other Labourers	62 1·316

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.

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 7s. 3d. 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 7s. 3d. 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.

STOPPAGES OF WORK.

14. Except as provided in clause 13 herein 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.

MEAL TIME.

15. (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.

16. 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.

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

WATERPROOF CLOTHING.

18. 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.

PROTECTIVE FOOTWEAR.

Chain or Ring Slaughtering.

19. Rubber boots or other suitable protective footwear, which shall remain the property of the employer, shall be supplied by the employer to employees doing the following kind of work :—

Sheep or Lambs—Feeding the chain or ring; washing, wiping and trimming; removing caul fat and emptying gall bladder; sweeping up (chain or ring).

Cattle—Scrubbing heads; removing tongues and inserting identification discs; trucking away lights and lungs; operating on paunch belt; picking ruffle fat; trimming beef tripe.

Pigs—Sweeping up in hog slaughtering department.

Offal—Employee working in offal tunnel or offal pit.

Solo Slaughtering.

Sheep or Lambs—Labourers trimming and washing carcasses, trimming plucks, handling paunches and fats.

Cattle—Labourers handling tripe, paunches, runners and fats, washing and trimming feet, washing down beef carcasses, and employed on beef killing floor.

PROTECTIVE CLOTHING.

20. The employer shall supply daily free of charge to each employee engaged in slaughtering animals, the dressing of carcases and the handling of meat and offal, a clean singlet and a pair of khaki trousers which shall both remain the property of the employer and of which the employee shall take all reasonable care. Such singlet and trousers shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them or either of them, the employer may recover from the employee concerned the cost of replacing such singlet and or trousers so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

SPECIAL RATES.

21. 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, Butchers' Picnic Day, and Coronation Day (2nd June, 1953); 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.

22. (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, Good Friday, Easter Monday, Melbourne Cup Day, Butchers' Picnic Day, and Coronation Day (2nd June, 1953); 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.

(c) Double time shall be paid for work done by timeworkers between 7.30 a.m. and 5 p.m. on Sundays and the above-mentioned holidays. Timeworkers called upon to work on Sundays or holidays provided in sub-clause (a) of this clause shall be provided with four hours' work or shall be paid for four hours' work.

ANNUAL HOLIDAY AND SICK LEAVE.

23. (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.

24. 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.

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

SKINS.

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

TALLY BOARD.

27. 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.

28. 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.

When an employee has been dismissed for any reason whatsoever he shall be paid all monies due on the day such dismissal occurs, provided, that when an employee decides to terminate his employment of his own accord he shall notify his employer to that effect before 9 a.m. on the day of such intended termination in which case he shall be paid all monies due on that day. In the event of the employee failing to give such notification he shall be paid all monies due on the working day following such notification.

MEAL ALLOWANCE.

29. Employees required to work overtime for more than one hour on any day after 8 hours' work without having been notified on the preceding day that they would be required so to work shall be paid the amount of 4s. in addition to any overtime payment to which they may be entitled.

KNIVES TO BE SUPPLIED.

30. 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.

31. 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.

32. ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—62s. 8·516d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—20s. 0·942d. per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—22s. 1·842d. per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—19s. 7·339d. per trip.

Men droving stock from Newmarket Sale Yards to—

(a) Western and Murray, Geelong-road, Brooklyn .. .. } 61s. 5·116d. per trip. .. } if from Newmarket Rail Siding an extra 2s. 6d.
(b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn .. } 61s. 5·116d. per trip. .. } if from Newmarket Rail Siding an extra 2s. 6d.
(c) Sims Cooper Freezing Works, Newport .. .. 68s. 5·516d. per trip. .. } if from Newmarket Rail Siding an extra 2s. 6d.

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—93s. 6·136d. per period of 24 hours or part thereof, including Saturdays and Sundays.

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

63s. 7·966d. per day.

All others—

62s. 1·316d. per day.

33. JUVENILE WORKERS.

—	Wages per Day. s.	d.
16 years of age and under 17 years of age	30	0·816
17 years of age and under 18 years of age	34	0·816
18 years of age and under 19 years of age	37	0·816
19 years of age and under 20 years of age	48	9·216
20 years of age and under 21 years of age	53	9·216
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.
34. Monday to Friday	6 a.m.	6 p.m.

OVERTIME.

35. (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.

SPECIAL RATES.

36. 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, Butchers' Picnic Day, and Coronation Day (2nd June, 1953); provided that employees called upon to work on any of the afore-mentioned 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 deilvering same to freezing works shall not be entitled to double time for work done on Sundays.

ANNUAL LEAVE OF ABSENCE.

37. (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.

38. Wages shall be paid weekly and not later than Friday. When an employee has been dismissed for any reason whatsoever he shall be paid all monies due on the day such dismissal occurs, provided, that when an employee desires to terminate his employment of his own accord he shall notify his employer to that effect before 9 a.m. on the day of such intended termination in which case he shall be paid all monies due on that day. In the event of the employee failing to give such notification be shall be paid all monies due on the working day following such notification.

EXPENSES.

39. 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.

40. Employees required to work overtime for more than one hour on any day after 8 hours' work without having been notified on the preceding day that they would be required so to work shall be paid the amount of 4s. in addition to any overtime payment to which they may be entitled.

RIGHT OF ENTRY.

41. 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.

42. 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.

43. 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.

44. The wages rates set out in clauses 2 to 8 (inclusive), 32, and 33, 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 and calf skinners skinning cold calves) in clause 2 shall be increased or decreased by 2·⅔d. 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	11 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

45. (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 August, 1953, the amount of the basic wage shall be as prescribed in clause 44.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 20th May, 1953.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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GOVERNMENT GAZETTE.

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No. 509] **FRIDAY, JUNE 12.** **[1953**

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 20th May, 1953, 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.	
	Percentage of Female Basic Wage.	s. d.	Percentage of Basic Wage.	s. d.
16 years of age or under	78	135 6	58	134 6
17 years of age	99	172 6	74	171 6
18 years of age	100 + 23s.	197 0	91	211 0
19 years of age	100 + 44s.	218 0	100 + 8s.	240 0
20 years of age		Adult female rate	100 + 44s.	276 0

—	Per Week of 40 Hours. Weekly Wage.
Other Employees.	s. d.
Females employed at selecting	249 0
Other persons employed at casing factories	312 0

—	Wages per Day. Monday to Friday, Inclusive. Daily Wage.
	s. d.
Pullers-off and stripper	62 4½

No. 509.—5060/53.—PRICE 6D.

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 and threading runners.

5. TIMES OF BEGINNING AND ENDING WORK:—

	Time of Beginning.	Time of Ending. Not later than
Men Receiving and Tanking—		
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, Butchers' Picnic Day, and Coronation Day (2nd June, 1953); 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 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, Good Friday, Easter Monday, Cup Day, Butchers' Picnic Day, and Coronation Day (2nd June, 1953).

(*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 who, having had at least one month's 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—3¼ 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 24 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*) 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.

TEA MONEY.

13. Employees required to work overtime for more than one and 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 shillings and sixpence 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 rubber boots or clogs, which shall remain the property of the employer, shall be provided free of charge by the employer to employees employed in cleaning sheds and abattoirs.

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, 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 shall be made at the same time as follows:—

The wages per day payable to adult daily paid employees shall be increased or decreased by an amount of 2⅔d. for every 1s. increase or decrease respectively in the basic wage.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 12 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 August, 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 an August, a November, a February, or a May, 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 rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(*e*) The wages of juvenile workers 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. RANDLES, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 20th May, 1953.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.