



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, JULY 31.

[1953

Factories and Shops Acts.

DETERMINATION OF THE HOSPITAL PHARMACISTS 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 dispensing, compounding, or selling medicines, drugs or medicinal preparations in hospital dispensaries" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices.			Other Employees.		
WAGES PER WEEK OF 40 HOURS.			WAGES PER WEEK OF 40 HOURS.		
	Percentage of Basic Wage.	£. s. d.			£ s. d.
1st year's experience ..	26	3 1 0	<i>Chief Pharmaceutical Chemist—</i> (i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)		
2nd " " ..	47	5 10 6	(a) Where four or more full time pharmaceutical chemists are normally employed ..	25 3 0	
3rd " " ..	68	8 0 0	(b) Where two or three full time pharmaceutical chemists are normally employed ..	23 8 0	
4th " " ..	88	10 7 0	(c) Where he is the only pharmaceutical chemist employed ..	22 13 0	
5th " " ..	100 plus 15s.	12 10 0	<i>Senior Pharmaceutical Chemist</i> ..	21 3 0	
PROPORTION.			Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist		
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			<i>Other Hospital Pharmaceutical Chemist—</i>		
Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board, be bound for a further period not exceeding one year.			1st year's experience as such 17 13 0		
			2nd " " " " 18 8 0		
			3rd " " " " 19 3 0		
			Thereafter " " " " 20 3 0		

MIXED FUNCTIONS.

3. A pharmaceutical chemist (other than a Senior Pharmaceutical Chemist) called upon to perform for a period of not less than one week, or more than nine weeks, duties for which a higher rate is provided in clause 2 hereof shall be paid such higher rate whilst he is so required to act.

ORDINARY HOURS OF WORK.

4. The ordinary hours for a week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. The ordinary spread of hours shall be between the following hours:—

Time of Beginning.	Time of Ending.
9 a.m.	6 p.m. on each of the five ordinary working days in the week.
9 a.m.	1 p.m. on Saturday.

The hours for a day's work shall be continuous except for a meal break as prescribed in clause 14.

OVERTIME.

6. The following rates shall be paid for all work done:—

Outside the times of beginning and ending work } Time and a half.
 Within the times of beginning and ending work in excess of 40 hours in any week }

WEEKLY WAGE.

7. An employee (other than a casual employee) shall be paid the full weekly wage fixed in this Determination irrespective of the number of hours worked not exceeding 40 per week.

CASUAL LABOUR.

8. A casual employee (i.e., a person employed for not more than 26 hours in any one week) shall be paid at the rate of time and a half.

RELIEVERS.

Definition.

9. (a) A reliever is a temporary employee who is called upon to relieve any employee or employees during his, her, or their absence from work for any cause, for a period not exceeding three months.

Wages.

(b) A reliever shall be paid not less than the ordinary rate prescribed in clause 2 for the class of work done, with the addition of 10 per cent.

Distant Jobs.

(c) Where a reliever cannot conveniently return to his or her home on the completion of each day's work he or she shall have reasonable accommodation arranged and paid for by the employer. In addition he or she shall be entitled to be re-imbursed fares necessarily expended in travelling to the job, and in returning to his or her home town on its completion. In the case of train travel such fares shall be first class.

Fares for Jobs, Other than Distant Jobs.

(d) Where a reliever can conveniently return to his or her home on the completion of each day's work, he or she shall be paid fares in excess of 1s. per day reasonably expended in travelling between his or her home to and from the job.

DEDUCTION FOR BOARD AND LODGING.

10. (a) Where an employee is required to reside at the hospital a sum of not more than 50s. per week may be deducted from his or her wages for board and lodging.

(b) Where an employee is required to live in a residence provided for such purpose by the hospital by which he is employed, and board is not provided for him a sum not exceeding 10% of his ordinary wage may be deducted as rent for such residence.

MEAL ALLOWANCE.

11. When overtime in excess of one hour is worked after the usual time of ceasing work for the day, the employee shall either be supplied with a meal, or paid an allowance of 3s. 6d. in lieu thereof.

SPECIAL RATES.

12. Double time shall be the special rate payable for all work done on Sundays, and the days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday Melbourne Cup Day (within a radius of 20 miles of the G.P.O. Melbourne), Christmas Day, and Boxing Day; and such other days as may be proclaimed as Public Holidays by Act of Parliament or Proclamation. Provided that the Tuesday following Easter Monday, and the day following Boxing Day, should such following day be other than a Saturday, shall not be deemed to be Public Holidays, and the penal rate herein prescribed shall not be payable whether such days are so proclaimed or otherwise.

APPRENTICE NOT OBLIGED TO WORK OVERTIME.

13. An apprentice shall not be required to work overtime unless he or she so desires.

MEAL BREAK.

14. A meal break of not less than 45 nor more than 60 minutes shall be allowed daily (Monday to Friday inclusive) to each employee.

REST PERIOD.

15. At a time suitable to the employer a rest interval of ten minutes shall be given to each employee during each morning and afternoon and shall be counted as time worked.

UNIFORMS.

16. Each employee shall be provided with a minimum of two washable coats per week. Such coats shall remain the property of the employer and be laundered free of cost to the employee. Where a reliever is required to provide and launder his or her own coats he or she shall be paid an allowance at the rate of 5s. per week.

TIME BOOK.

17. Each employer shall provide and cause to be kept a time book in the pharmacy department or other suitable place in which each pharmaceutical chemist shall daily enter his or her daily starting and finishing times. Such time book shall be available for inspection to the Secretary of the Federated Pharmacists Assistants' and Dispensary Employees' Guild.

SICK LEAVE.

18. (a) Where an employee is disabled by personal ill health or accident, proof of which is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other evidence satisfactory to the employer, within 48 hours of the employee's consequential absence, he or she shall be entitled, on account thereof, without deduction of pay at ordinary rates to absent himself or herself as follows:—

- (i) During the first year of service in an institution—one working day for each month of service.
- (ii) During the second, third, and fourth years of service in an institution—fourteen working days in each year.
- (iii) Thereafter—twenty-one working days in each year.

Sick leave shall be in addition to the annual leave provided in clause 19.

Provided that an employee may be absent through sickness for one day without furnishing evidence of such sickness as provided in sub-clause (a) hereof on not more than three occasions in any one year of service.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof 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 August, 1947, shall be disregarded.

(c) Notwithstanding any other provision in this clause an employee who contracts an infectious disease in the course of his or her duties and same having been certified to by the Medical Superintendent or by a Medical Practitioner approved by the institution shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

ANNUAL LEAVE.

Period of Leave.

19. (a) An employee who has been in the service of the same employer for a period of not less than twelve months shall be granted three weeks' leave without deduction of pay.

Annual Leave Exclusive of Public Holidays.

(b) The annual leave prescribed in sub-clause (a) hereof shall be exclusive of any of the holidays prescribed by clause 12 hereof and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Leave to be Taken.

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

Time of Taking Leave.

(d) Annual leave shall be given at a time determined by mutual agreement between the employer and the employee within a period not exceeding three months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(e) An employer may allow 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 after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause 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 from whatever remuneration is payable to the employee, deduct 3/49 of a week's pay for each week required to complete the period of twelve months' service.

Payment for Period of Leave.

(f) Each employee before going on leave shall be paid for the period of such leave provided the period is not less than one week.

Proportionate Leave.

(g) Where the employment of any employee is terminated at the end of a period of employment of less than twelve months the employer shall forthwith pay to the employee, in addition to all other amounts due to him, an amount equal to 3/49 of his ordinary pay for that period of employment.

PAYMENT OF WAGES.

20. Wages shall be paid not later than the time for finishing work on Thursday in each week.

LONG SERVICE LEAVE.

21. (a) An employee who has been in the service of an Institution or Institutions, registered under the *Hospital and Charities Act*, for a period of 20 years shall be entitled to six months' long service leave or payment in lieu thereof in accordance with the following provisions:—

- (i) Subject to paragraph (iv) hereof the long service leave or payment in lieu thereof shall be given on retirement or, by mutual agreement between employer and employee, at or subsequent to its becoming due.
- (ii) If on retirement pursuant to the provisions of the Regulations under the *Hospitals and Charities Act, 1948*, No. 5300, an employee has completed more than 20 years' service his long service leave, or payment in lieu thereof, shall be increased by one twentieth for each complete year of service in excess of 20 years.
- (iii) If on the resignation of an employee he has completed more than 20 years' service, such service, for the purpose of this clause, shall be deemed to have been of 20 years only.
- (iv) Upon the death from any cause of an employee who at the date of his death was eligible for the grant of long service leave, his employer shall pay to the legal personal representative of the deceased employee the amount that such employee would have been entitled to receive under paragraph (ii) hereof had his retirement occurred immediately prior to the date of his death.

Provided that, notwithstanding anything contained in this sub-clause (a), in the case of an employee transferring from one Institution to another the maximum amount of service for which he is entitled to be credited for the purposes of the said sub-clause at the date of such transfer shall not exceed 15 years.

(b) For the purpose of administering sub-clause (a) hereof the retirement or resignation of any employee prior to the 1st October, 1949, shall be disregarded.

(c) For the purposes of this clause the following definitions shall apply:—

"Service" shall mean service calculated as from the date of entering the present employment with the Institution and shall include all periods during which an officer was serving in Her Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the Institution.

"Payment in lieu thereof" as referred to in paragraphs (i), (ii), and (iii) above, shall mean the rate of payment (exclusive of overtime or any allowance) being made to the employee at the time of his receiving the benefits of this clause.

TERMINATION OF EMPLOYMENT.

22. Except in a case where an employee or an employer has been guilty of misconduct, or where an employee has been engaged temporarily for a period not exceeding six weeks in duration, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited, as the case may be, in lieu thereof.

PERIODICAL ADJUSTMENT OF WAGES.

23. The wages rates 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 by the same amount and at the same time as such basic wage as prescribed by clause 24.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 15 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

24. (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 November, 1953, the amount of the basic wage shall be as prescribed in clause 23.

(c) During each future successive period beginning with the first pay period to commence in a November, a February a May, or an August, 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 $\cdot 103$ 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 $\cdot 5$ or more the basic wage shall be taken to the next higher shilling.

(d) The wages of apprentices 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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 8th July, 1953.



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No. 580]

FRIDAY, JULY 31.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1953.

Dated at Melbourne, this
29th day of July, 1953.

RAY H. BEERS,
Secretary for Labour.

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 32 and 33 of the Determination published in *Government Gazette* No. 508 of the 12th June, 1953, shall be replaced by the following clauses:—

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 11-525d. per 100 sheep or lambs slaughtered	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 7s. 3-855d. per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

6s. 5-46d. per day.

Thereafter until considered competent by the employer—

6s. 10-21d. 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 7s. 3-855d. per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

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

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional rate of 8d. 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, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

- (i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.
- (ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.
- (iii) Full wool sheep shall be paid for at rate and a half after 1st September.
- (iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.
- (v) Downer Sheep or Lambs, i.e., sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (other than learners) shall be increased by the sum of 23s. 7-2d. plus sick leave loading of 4-56d. 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 atch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and atch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.
- Class C.—Men employed spinning, 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. 7-2d. plus sick leave loading of 4-56d. 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 skimmers engaged skinning cold calves—

71s. 4-18d. per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—13-172d. 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 skimmers skinning cold calves), shall be increased by the sum of 23s. 7·2d. plus sick leave loading of 4·56d. 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 dehaird—

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 scuddd—

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. 0·526d. per head.
Over 300 lb.	4s. 7·65d. per head.

If pigs are put through singeing machine 6½d. per head shall be added to the above rates.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—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. 7·2d. plus sick leave loading of 4·56d. 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 as 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. 10·533d. per quarter.
- Mutton—1s. 3·022d. per carcass.
- Veal—1s. 3·022d. per carcass.
- Pork—3s. 9·066d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.
- 2s. 10·388d. 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 1s. 2.454d. per quarter.
- (ii) Mutton 6.226d. per carcass.
- (iii) Veal 3.55d. 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	15	0
2nd " "	12	7	3
3rd " "	13	3	9
4th " "	14	15	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		Boners (Beef and Mutton)	71 4.254
17 years ..	30 3.96	Head and Feet Boners—	
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains	
18 years ..	34 3.96	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	63 1.06
18 years and under		Slicers and Trimmers	67 5.416
19 years ..	37 3.96	Sheep Skin classers	65 8.66
19 years and under		Labourers trimming, cleaning, scalding, and picking tripe	63 1.06
20 years ..	49 3.36	Skin shed labourers	62 8.66
20 years and under		Other Labourers	62 8.66
21 years ..	54 3.36		

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

32.

ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—63s. 3.86d. per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—20s. 3.39d. per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—22s. 4.29d. per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—19s. 9.787d. per trip.

Men droving stock from Newmarket Sale Yards to—

- (a) Western and Murray, Geelong-road, Brooklyn
 - (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn
 - (c) Sims Cooper Freezing Works, Newport
- } 62s. 0.46d. per trip. .. } if from Newmarket
} 69s. 0.86d. per trip. .. } Rail Siding an
extra 2s. 6d.

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—04s. 1'48d. per period of 24 hours or part thereof, including Saturdays and Sundays.

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

64s. 3'31d. per day.

All others—

62s. 8'66d. per day.

33.

JUVENILE WORKERS.

								Wages per Day.	
								<i>s.</i>	<i>d.</i>
16 years of age and under 17 years of age	..	..	..	..	..	..	..	30	3'96
17 years of age and under 18 years of age	..	..	..	..	..	..	..	34	3'96
18 years of age and under 19 years of age	..	..	..	..	..	..	..	37	3'96
19 years of age and under 20 years of age	..	..	..	..	..	..	..	49	3'36
20 years of age and under 21 years of age	..	..	..	..	..	..	..	54	3'36

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

Clauses, other than clauses 2 to 8 inclusive and clauses 32 and 33, of the said Determination shall remain in force.

