



# VICTORIA GOVERNMENT GAZETTE.

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[1954

. 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 1st December, 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	138 6	58	137 6
17 years of age .. .. .	99	175 6	74	175 6
18 years of age .. .. .	100 + 23s.	200 6	91	215 6
19 years of age .. .. .	100 + 44s.	221 6	100 + 8s.	245 0
20 years of age .. .. .		Adult female rate	100 + 44s.	281 0

	Per Week of 40 Hours.
	Weekly Wage.
	s. d.
Females employed at selecting .. .. .	252 6
Other persons employed at casing factories .. .. .	317 0

	Wages per Day. Monday to Friday, Inclusive.
	Daily Wage.
	s. d.
Pullers-off and stripper .. .. .	63 4½

## 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; 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, but if any other day be substituted by Act of Parliament or Proclamation for any of the stated holidays the condition shall apply to the days so substituted.

(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.

9A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed in clauses 8 and 9 hereof.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-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—3½ 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 2½d. 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 17 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 February, 1954, the amount of the basic wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of 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. RANGLES, J.P., Chairman

J. V. WILLOX, Secretary.

Melbourne, 25th November, 1953.

