



# VICTORIA GOVERNMENT GAZETTE.

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*Factories and Shops Acts.*

## DETERMINATION OF THE SLAUGHTERING FOR EXPORT BOARD.

*NOTE.*—This Determination applies to the whole of the State of Victoria.

[N 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 18th December, 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	.. .. .	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 73s. 3·855d. per 100 sheep or lambs slaughtered	.. .. .	

##### To learners—

For the first 21 days of employment—

63s. 10·356d. per day.

Thereafter until considered competent by the employer—

70s. 3·106d. 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.

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, 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 24s. plus sick leave loading of 4-656d. 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 24s. plus sick leave loading of 4-656d. 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 .. .. .	8s. 875d. per head.
Calves 61 lb. to 90 lb. skin on .. .. .	1s. 1s. 312d. per head.
Calves 91 lb. to 120 lb. skin on .. .. .	1s. 5s. 75d. per head.
Calves over 121 lb. skin on .. .. .	2s. 2s. 625d. per head.

## Skin Off—

Calves under 60 lb. skin off .. .. .	1s. 0s. 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. 9s. 076d. per day.

## Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—13s. 247d. 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 24s. plus sick leave loading of 4s. 656d. 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. 1s. 138d. per head.
101 lb. to 200 lb. .. .. .	1s. 5s. 376d. per head.
200 lb. to 300 lb. .. .. .	2s. 4s. 625d. per head.
Over 300 lb. .. .. .	4s. 7s. 65d. per head.

## Hand scalded—

Up to 100 lb. .. .. .	1s. 10s. 533d. per head.
101 lb. to 200 lb. .. .. .	2s. 4s. 625d. per head.
200 lb. to 300 lb. .. .. .	3s. 9s. 526d. per head.
Over 300 lb. .. .. .	4s. 7s. 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 24s. plus sick leave loading of 4s. 656d. 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. 10·661d. per quarter.  
 Mutton—1s. 3·108d. per carcass.  
 Veal—1s. 3·108d. per carcass.  
 Pork—3s. 9·323d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.  
 2s. 10·584d. 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. 2·541d. per quarter.  
 (ii) Mutton 6·264d. per carcass.  
 (iii) Veal 3·571d. 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 16 6
2nd "	"	"	"	"	"	"	"	"	"	12 9 3
3rd "	"	"	"	"	"	"	"	"	"	13 5 9
4th "	"	"	"	"	"	"	"	"	"	14 17 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 9·150
17 years ..	30 6·056	Head and Feet Boners—	
18 years ..	34 6·056	(i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains	
19 years ..	37 6·056	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	63 5·956
20 years ..	49 7·456	Slicers and Trimmers	67 10·312
21 years ..	54 7·456	Sheep Skin classers	66 1·556
		Labourers trimming, cleaning, scalding, and picking tripe	63 5·956
		Skin shed labourers	63 1·556
		Other Labourers	63 1·556

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. (a) 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 (other than a breakdown of machinery) for which the employer cannot reasonably be held responsible.

(b) No stoppage shall take place by employees until the accredited representatives of the employees in the section concerned shall have notified the employer of the impending stoppage to enable the parties to confer prior to such stoppage.

(c) Before being entitled to withhold payment for any stoppage from any cause as mentioned in sub-clause (a) of this clause the employer shall notify the employee that payment will be so withheld from the time of such notification by the employer. In the event of the employer being unable to communicate this information to the employee owing to the absence of the latter from the task on which he was employed immediately preceding the stoppage, the employee shall be deemed to have received notice that such payment will be withheld.

## 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 futs, 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 carcasses 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, and 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.

22. (a) All employees shall be entitled to the nine 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 holiday, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day, 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.

22A. 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 21, 22 and 36 hereof.

Provided that an employee who fails to attend 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.

## 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 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.

## SECTION B.

## DROVERS, STOCKMEN, OR PENNERS-UP.

32.

## ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—63s. 8·756d. per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—20s. 5·022d. per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—22s. 5·922d. per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—19s. 11·419d. per trip.

Men droving stock from Newmarket Sale Yards to—

(a) Western and Murray, Geelong-road, Brooklyn ..	..	62s. 5·356d. per trip.	..	} if from Newmarket Rail Siding an extra 2s. 6d.
(b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn ..	..	62s. 5·356d. per trip.	..	
(c) Sims Cooper Freezing Works, Newport ..	..	69s. 5·756d. per trip.	..	

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—94s. 6·376d. per period of 24 hours or part thereof, including Saturdays and Sundays.

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

64s. 8·206d. per day.

All others—

63s. 1·556d. per day.

33.

## JUVENILE WORKERS.

							Wages per Day.
							s. d.
16 years of age and under 17 years of age	..	..	..	..	..	..	30 6·056
17 years of age and under 18 years of age	..	..	..	..	..	..	34 6·056
18 years of age and under 19 years of age	..	..	..	..	..	..	37 6·056
19 years of age and under 20 years of age	..	..	..	..	..	..	49 7·456
20 years of age and under 21 years of age	..	..	..	..	..	..	54 7·456

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 .. .. .	..	..	..	..	..	} Time and a half.
(b) Within the times of beginning and ending work in excess of 9 hours in any one day or 40 hours .. .. .	..	..	..	..	..	
(c) All work done on Saturday .. .. .	..	..	..	..	..	

## 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, and 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. 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 delivering same to freezing works shall not be entitled to double time for work done on Sundays.

36A. 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 21, 22 and 36 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.

## 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 he 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 skimmers skinning cold calves) in clause 2 shall be increased or decreased by 2½d. 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 17 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 February, 1954, 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 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 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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 18th December, 1953.