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GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE RABBIT PROCESSING BOARD.

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

(b) On the 19th June, 1951, the Shops Board No. 10 (Fish and Poultry) 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 in or in connexion with the trade, business, or occupation of preparing or processing uncooked rabbits or hares for the retail, wholesale, or export trade, and such power was conferred exclusively on the Rabbit Processing 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 or in connexion with the trade, business, or occupation of preparing or processing uncooked rabbits or hares for the retail, wholesale, or export trade"—

has made the following Determination, namely:—

1. That on the 3rd December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers (Males).	Percentage of Basic Wage.		Total Wage.
	%	s. d.	s. d.
Under 16 years of age	42		99 6
16 years of age	57		135 0
17 years of age	69		163 6
18 years of age	90		213 6
19 years of age	100	+ 29 0	266 0
20 years of age	100	+ 35 6	272 6

PROPORTION.

Males.

One apprentice or improver to every four or fraction of four adult workers.

Other Employees.	Total Ordinary Wage.
	£ s. d.
Rabbit skimmers or boners	15 16 0
Grader who grades for the export trade	16 1 6
Females washing, processing and/or packing rabbits	15 7 6
All others	15 7 6

EMPLOYEES IN FREEZING CHAMBER.

3. Notwithstanding the rates provided in clause 2, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

TIME OF BEGINNING AND ENDING WORK.

4. Time of beginning 6.30 a.m.: Time of ending 4.30 p.m. Monday to Friday inclusive.

OVERTIME.

5. (a) Outside the hours fixed as the time of beginning and ending work . . . } Time and a half provided that all work
 Within the hours fixed as the time of beginning and ending work in } done after 12 noon on Saturday shall be
 excess of eight hours on any day Monday to Friday inclusive . . . } paid for at double time.
 On Saturday }

(b) An employee required to work more than one hour's overtime after the usual finishing time, Monday to Friday inclusive, shall be paid in addition to overtime an allowance of 4s. tea money.

HOLIDAYS AND SPECIAL RATES.

6. (a) An employee, to become entitled to payment for any of the Public Holidays set out in sub-clauses (b) and (c) hereof, shall not be absent from his or her employment on either the day before or the day after such holiday, except as provided for in Clause 19 (Sick Leave), or with the consent of the employer.

(b) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, 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.

(c) For all work done Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day, pieceworkers shall be paid double the rates mentioned in clause 22.

(d) Pieceworkers shall be entitled to be absent on the Public Holidays mentioned in sub-clause (c) hereof and shall for such days be paid at time workers rates.

(e) *Double Time*.—For work done on any holiday which otherwise would have been an ordinary working day, Double Time shall mean a rate of payment for such work at the employee's ordinary rate in addition to the ordinary rate of payment for that day.

(f) In connection with the visit to Australia of Her Majesty, Queen Elizabeth, where a Public Holiday or 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.

UNION PICNIC DAY.

7. Union Picnic Day shall be observed on the third Wednesday in January of each year.

MINIMUM PAYMENT FOR SUNDAYS AND HOLIDAYS.

8. Any employee required to work on a Sunday or a Holiday mentioned in clause 6 (b) shall be given a minimum of four hours' work, or shall be paid for such period at penalty rates, which shall be double ordinary time.

TIME RATES.

9. Any person employed between midnight Sunday and midnight Saturday on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours per week fixed in this Determination be paid the ordinary wage, with an addition of 33½ per cent., and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

WAITING TIME.

10. Employees (pieceworkers included) who are required to wait for a longer period than thirty minutes before commencing work shall be paid for such excess at the wage rate provided for the class of work done. The work each day of a time worker once having commenced work shall, exclusive of meal breaks, be continuous.

TIME RECORD.

11. All employees (including pieceworkers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.

UNION INSPECTION.

12. An accredited representative of the Federated Cold Storage and Meat Preserving Employees Union of Australia shall have access to the records of times recorded and wages received by employees provided that such inspection is made during working hours.

DINING AND CHANGING ROOM.

13. A dining-room, changing-room, adequate washing facilities and in addition (where facilities are available) hot water for the making of tea shall be provided.

PREMISES TO BE KEPT CLEAN.

14. The employer shall cause all rooms used by employees to be kept reasonably clean, and free from debris.

WET WORK.

15. Where any wet work is performed waterproof aprons and rubber boots shall be provided free of cost to the employee.

MEAL HOURS.

16. (a) A period of one hour may be allowed for breakfast between the hours of 8 a.m. and 9.30 a.m. by agreement also a period of one hour for dinner shall be allowed between the hours of 11.30 a.m. and 1.30 p.m.

(b) Any employee required to work during a meal hour shall be paid double time, such double time to continue until such time as the employee has a meal break.

(c) If more than one hour's overtime is to be worked after the normal ceasing time, a meal break shall be taken at the normal ceasing time, provided that an employee required to work in excess of one hour after the normal ceasing time and/or meal break shall receive a minimum payment as for two hours.

SMOKE-OH

17. Employees shall be entitled to a smoke-oh period of ten minutes each morning and afternoon.

ANNUAL HOLIDAY.

18. 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.

19. (a) Any employee who is absent from duty as a result of personal ill health or accident, shall be entitled to leave of absence without deduction of pay on the basis of half a day's ordinary pay for each complete month of service in each year.

Provided that 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) 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.

PROTECTIVE CLOTHING.

20. The employer shall supply daily free of charge to each employee engaged in the handling of unpacked rabbits or hares, a clean shirt and a pair of trousers, or other suitable clothing to be determined by the employer and the employee concerned, which shall remain the property of the employer and of which the employee shall take all reasonable care. Such clothing 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 the clothing, the employer may recover from the employee concerned the cost of replacing such clothing so damaged or not so returned, or may deduct such cost from any moneys payable to such employee.

The provisions of this clause shall operate as from the 1st July, 1952.

CONDITIONS OF EMPLOYMENT.

21. An employee may be employed on piecework or time work as provided for in this Determination provided that a pieceworker shall be paid in any one week the same amounts as would be payable to a time worker performing the same class of work for the same number of hours.

PIECEWORK.

22. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Skinner rabbits (heads off)	6s. 9.6d. per 100
Skinner rabbits (heads on)	9s. per 100
Skinner hares	26s. 6.1d. per 100
Boning rabbit or hares (including washing weighing and taking in and out of chamber)	2.8795d. per lb.

PERIODICAL ADJUSTMENT OF WAGES.

23. 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 in clause 24. The piecework prices set out in clause 22 hereof shall be automatically adjusted from time to time in accordance with variations in the said basic wage as follows:—

- (a) *Skinner rabbits (heads off)*.—The rate per 100 as set out in clause 22 shall be increased or decreased by 0.2 pence for every 1s. increase or decrease in the said basic wage.
- (b) *Skinner rabbits (heads on)*.—The rate per 100 as set out in clause 22 shall be increased or decreased by 0.3 pence for every 1s. increase or decrease in the said basic wage.
- (c) *Skinner hares*.—The rate per 100 as set out in clause 22 shall be increased or decreased by 0.8 pence for every 1s. increase or decrease in the said basic wage.
- (d) *Boning rabbits or hares*.—The rate per lb. as set out in clause 22 shall be increased or decreased by 0.0075 pence for every 1s. increase or decrease in the said 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.

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 February, 1954, 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 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.

(d) The wages of Juveniles 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 3rd December, 1953.

