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GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE JAM TRADE BOARD.

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

(b) By Order in Council dated the 19th January, 1954, the Fruit Packing Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of processing and packaging berry fruits and conferred such power exclusively on the Jam Trade Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of

- (i) manufacturing jam, fruit jelly, pickles, and sauces; or
- (ii) (a) preparing, canning or preserving lemon or other peel, fruit or vegetable; or
- (b) preparing or putting up any of such articles for sale; or
- (iii) processing and packaging berry fruits;

has made the following Determination, namely:—

1. That on the 20th May, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

ADULT EMPLOYEES.

2. (a) Males—Weekly Hands.

GENERAL PRODUCTION SECTION.	Wages Per Week.
	£ s. d.
Foreman (first jam maker)	14 13 0
Assistant jam maker (as defined) and/or assistant pickle maker	14 1 0
Foreman sauce, chutney, pickles or condiment maker (as defined)	14 3 0
Fruit preserver (as defined)	14 3 0
Assistant fruit preserver	13 13 0
Fruit crystallizer	13 18 0
Candy peel-maker in charge	13 18 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine	13 10 0
Leading hand, bottle department	13 13 0
Leading hand, pulp department	13 13 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables	13 13 0
Operator of apple-peeling machine	13 10 0
Operator of labelling machine labelling canned goods	13 10 0
Operator of fruit or vegetable lye machine	13 10 0
Syrup maker, i.e., a person who actually boils the syrup	13 10 0
Operator of sauce-labelling machine	13 10 0
Employees engaged in inspecting fruit for acceptance or rejection	13 9 0
Employee in fruit crystallizing department (other than fruit crystallizer)	13 9 0
Employee engaged peeling melons	13 8 0
Employees operating can-closing machine	13 10 0
Employee engaged feeding into and/or taking from lacquer machine	13 6 0
Employee feeding into and/or taking from bottle-washing machine	13 10 0
Employee engaged in bottle-washing department	13 6 0
Retort hand	13 6 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	13 6 0
Man in charge of and operating retorts	13 13 0
Employee operating jam-filling machine	13 10 0
Employee operating sauce-filling machine	13 10 0
Employee operating bottle-capping or bottle-closing machine	13 10 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line	13 6 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined)	13 3 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp making sections or doing work of a similar nature in other sections of the factory	13 6 0

ADULT EMPLOYEES.
(a) Males—Weekly Hands—continued.

		Wages Per Week.
		£ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION.		
Leading hand		14 1 0
Man in charge of prunes or tree fruits		13 16 0
Man in charge of dehydrator		13 14 0
Man in charge of steam retorts on drying ovens		13 13 0
Man working in or in connexion with drier, kiln or sulphur box		13 10 0
All others working in dehydration tunnel		13 10 0
Operator of blancher which included spray washing		13 8 0
Unloader of trays from blancher		13 3 0
General hands		13 1 0
STORING SECTION.		
Foreman packer in charge of despatch and packing department		14 8 0
Foreman packer's assistant		13 16 0
Storeman and packer (as defined)		13 10 0
MISCELLANEOUS SECTION.		
Man working in connexion with freezing chambers		14 0 0
Man working in connexion with cooling chambers		13 10 0
Tapper		13 10 0
Driver of power-driven factory truck		13 9 0
General hands, i.e., persons not otherwise classified		13 1 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control.		

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 80 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

(b) Notwithstanding anything hereinbefore contained, an adult male employee who is at any one time employed for less than three consecutive days shall be paid at an hourly rate which shall be calculated by dividing the weekly rate for the work upon which he is employed by 40 and by increasing the quotient by 50 per cent: Provided nevertheless that such an employee shall be paid as for not less than four hours in respect of each engagement; and an adult male employee who is employed at any one time for more than two consecutive days shall, notwithstanding the provision of clause 6 of this Determination, thereafter be deemed to be a weekly employee for the purposes of this Determination.

(c) Females—Weekly Hands.

		Wages Per Week.
		£ s. d.
Head forewoman		11 2 9
Forewoman's assistant		10 12 9
Head woman supervisor		10 9 9
Supervisor (as defined)		10 7 9
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine		10 7 9
Employees engaged in—		
(i) clipping piecework tickets		} 10 4 9
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines		
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.		
(iv) operating can-closing machine		
(v) packing clear mixed pickles into glass containers		
(vi) pouring out or filling jam by hand		
(vii) pouring out pulp by hand		
(viii) stirring jam, sauce, or pulp		
(ix) washing bags		
(x) working at a fruit press		
(xi) feeding into and/or taking from lacquer machine		
(xii) feeding into and/or taking from bottle-washing machine		
(xiii) bottle-washing department		
(xiv) pouring out soups, chutneys, pickles or other preparations		
(xv) operator jam filling machine		
(xvi) operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature		
(xvii) operator bottle-capping or bottle-closing machine		
(xviii) operator sauce-labelling machine		
(xix) feeding peach-slicing machine		
(xx) operator of apple-peeling machine		
(xxi) operator of tomato coring machine		
All other adult females, i.e., females 18 years of age or over		9 15 9

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed ;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed ;
- (iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3. JUNIOR EMPLOYEES.

	Percentage of Male Basic Wage.	Wages Per Week.
		<i>£ s. d.</i>
(i) Males—		
Under 17 years of age	45	5 8 6
17 years of age and under 18 years of age	56	6 15 0
18 years of age and under 19 years of age	67	8 1 6
19 years of age and under 20 years of age	79	9 10 6
20 years of age and under 21 years of age	95	11 9 0
Provided that any junior male employee employed operating a peach-pitting machine, a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rates.		
	Percentage of Female Basic Wage.	
(ii) Females—		
Under 18 years of age	83	7 10 0
Provided that any junior female employee employed operating a peach-pitting machine, a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rate.		

The above rates to be calculated to the nearest 6d., any fractions of 6d. in the result not exceeding 3d. to be disregarded.

PROHIBITION OF EMPLOYMENT.

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

DEFINITIONS.

5. For the purposes of this Determination, unless a contrary intention is by the context made apparent—
- “Adult female employee” means a female employee of the age of 18 years or more.
 - “Assistant jam maker” means an employee who makes jam and determines the point at which to take off notwithstanding laboratory control.
 - “Foreman sauce, chutney, pickles or condiment maker” means an employee who is competent to mix ingredients and make sauce, chutney, pickles or condiments and who being so competent is actually in charge of the making thereof.
 - “Fruit or vegetable preserver” means an employee actually in charge of the work of fruit or vegetable preserving.
 - “Leading hand” means an adult male employee appointed as such by the employer and who, while working under the supervision of a foreman, gives instructions and/or is responsible for work done by other employees ; provided that this definition shall not include any employee specified in the list of classifications in clause 2.
 - “Line of Production” shall be deemed to mean that portion of the process where materials and/or containers move by mechanical means at a pre-determined speed for the purpose of producing a partly or fully processed article ready for storage ; but shall not include the work of taking supplies to the machines.
 - “Man in charge of retorts” means an employee in charge of more than one retort and who is responsible for the functioning and effective working of such retorts.
 - “Operator of peach-pitting or pear-preparing machine” means an employee who performs the work of actually feeding peaches or pears by hand into such a machine.
 - “Permanent employee” means an adult employee whose engagement continues from before until after the season.
 - “Season” means the period from the 1st December in one year until the 30th April in the following year.
 - “Storeman and packer” means either—
 - (a) An employee who packs in sawdust or any other packing material for despatch or who checks goods at the time of their despatch ; or
 - (b) a male employee in charge of a label room ; or
 - (c) an employee who is employed at receiving and stacking boxes or stillages of tin-plate on arrival at a factory ; or
 - (d) an employee who is employed at re-stacking boxes or stillages of tin-plate in a factory ; or
 - (e) an employee who is employed at nailing or wiring machines or nailing or wiring by hand.
 - “Supervisor” means a female employee, not being a forewoman nor an assistant forewoman, who walks up and down between the rows controlling the cutting or canning of fruit, or who, under instruction, exercises control or supervision over any work performed by female employees.
 - “Union” means the Food Preservers’ Union of Australia.

TERMS OF EMPLOYMENT.

- 6. (a) The contract of hiring of all employees shall, except as elsewhere provided in this Determination, be by the week.
- (b) Employment of all employees whose contract of hiring is by the week shall be terminable only by a week’s notice on either side. Provided that such notice may be given at any time. And provided also that during the season two days’ notice (or payment of two days’ pay in lieu thereof), which may be given at any time, shall be a sufficient notice of the termination of a contract of hiring by the week. And provided further that nothing hereinbefore contained shall disentitle an employer from dismissing any employee summarily and without notice where the employee has been found by the employer or his agent to be malingering, inefficient to do the work for which he has been engaged, neglectful of his duty, or to have misconducted or to be misconducting himself, and in such a case wages shall be payable up to the time of dismissal only. And provided further that the employer shall be entitled to deduct payment for any day upon which, because of a strike or of any breakdown of machinery or stoppage of work for any reason for which the employer cannot be held responsible, the employee cannot be usefully employed.

PROHIBITION OF CONTRACT WORK.

7. An employee shall not perform work (except as herein provided) by contracting, sub-contracting, sub-letting, or other similar systems.

MIXED FUNCTIONS.

8. Where an employee is put to work at a classification higher in respect of remuneration than that under which such employee was engaged or was deemed to have been working such employee shall be paid for the whole of the time during which such employee is employed at such work at the rate of remuneration prescribed for such higher classification: Provided that such employee shall be paid at the rate prescribed for such higher classification for the whole of the day if such work is performed continuously for over half of the day and for the whole of the week if such work is performed continuously for over half of the week.

PROPORTION OF JUVENILES.

9. (a) The proportion of male employees under the age of 21 years shall not exceed one to three adult male employees receiving the minimum wage.

(b) The proportion of female employees under the age of 18 years shall not exceed one to three female employees 18 years of age and over receiving the minimum wage.

HOURS.

10. (a) 40 hours shall constitute a week's work.

(b) A week's work shall be performed in five days.

(c) The 40 hours shall be worked between 7 a.m. and 6 p.m. on Monday to Friday inclusive.

(d) Notwithstanding anything hereinbefore contained, an employer may require any male employee to perform his week's work on night shift. Provided that payment therefor shall be at the rate of time and a quarter. And provided also that where the week's work is performed on night shift of five nights in the week it shall be performed between the hours of 6 p.m. on one day and 7 a.m. on the following day, and between 6 p.m. on a Monday and 7 a.m. on the following Saturday.

OVERTIME.

11. (a) All time worked before 7 a.m. or after 6 p.m. or in excess of 8 hours in a day or on Saturday shall be paid for at time and a half for the first four hours and double time thereafter.

(b) Where the week's work is performed on night shift of five shifts in a week, all time worked before the usual starting time of a shift or after the usual finishing time of a shift or in excess of 8 hours (which shall be deemed to be the ordinary period of a shift) shall be paid for at one and a half times the night shift rate as prescribed in sub-clause (d) of clause 10 of this Determination for the first four hours and at double such rate thereafter.

(c) All piecework performed on Saturday or before 7 a.m. or after 6 p.m. or in excess of 8 hours on any Monday to Friday inclusive shall be paid for at the rate of time and a half for the first four hours and at double rates thereafter.

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

MEAL INTERVAL.

12. (a) For work done during an employee's recognized meal break and thereafter until a meal break is allowed time and a half rates shall be paid.

(b) No employee shall work more than five hours without a suitable interval for a meal, but this provision shall not apply where the employee finishes work for the day at or before 1 p.m. on Saturdays, or where on Monday to Friday inclusive a female employee ceases work at or before 6 p.m., and a male employee finishes work at or before 6.30 p.m.

MORNING AND AFTERNOON TEA.

13. Females shall be allowed morning and afternoon tea at such times and in such manner as shall not interfere with the continuous running of the factory.

HOLIDAYS.

14. (a) The following days shall be holidays:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labor Day, Queen's Birthday, Christmas Day, Boxing Day, and Union Picnic Day (to be observed during the period from 1st June to 15th November). Provided that in the metropolitan area of Melbourne and the City of Bendigo respectively, Melbourne Cup Day (in the case of the former) and Sunday School Picnic Day (in the case of the latter) may be continued as a holiday instead of Union Picnic Day.

(b) Employees whose contract of hiring is by the week shall suffer no deduction from their pay on account of not working on any of such holidays.

(c) An employee whose contract of hiring is by the week and who is dismissed within seven days of any of the said holidays and is re-engaged within fourteen days after the said holiday shall be paid for such holiday; and in the case of the said holiday being Christmas Day or Good Friday and the re-engagement being within fourteen days of the following New Year's Day or Easter Monday, as the case may be, the employee shall be paid for each of the intervening holidays.

(d) Pieceworkers shall be paid for any of the above-mentioned holidays not worked at the ordinary rates payable to employees on time-work doing the class of work at which during the week in which such holiday occurs the pieceworkers in question are employed.

(e) Should any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the day so substituted shall for all purposes be deemed to be a holiday within the scope, meaning, and intention of this clause.

RATES FOR SUNDAYS AND HOLIDAYS.

15. (a) All work other than piecework performed on Sundays and holidays shall be paid for at the rate of double time.

(b) All piecework performed on Sundays and holidays shall be paid for at double rates.

TEA MONEY.

16. (a) An employee required to work overtime one hour after the usual finishing time or one hour after 5 p.m., whichever is the later, shall either be supplied with a meal by the employer or be paid 3s. 6d., but should such employee refuse to work a minimum of two hours' overtime if so required by the employer, such employee shall forfeit his right to the payment hereinbefore prescribed.

(b) A shift worker who is required to work overtime for more than 1½ hours after the usual ceasing time shall be supplied with a meal by the employer or be paid 3s. 6d. as an allowance therefor.

IMPLEMENTS AND COVERINGS.

17. (a) The employer shall provide all brushes, spoons, knives, and other necessary implements and materials requisite for the work of employees. Such implements and materials, if not returned by the employee on the employer's demand, shall be paid for by the employee at reasonable rates.

(b) Employees engaged in the preparation of lemons and pineapples or in connexion with the handling of hot jam or preserves or packing empty tins into cases shall be provided by the employer with gloves as may be reasonably required. Such gloves shall be returned by the employee to the employer on demand, and in default thereof the employee shall pay for them at a reasonable rate.

(c) Where the employer requires an employee to wear a cap, overalls, or uniform of any description such shall be provided by the employer, free of charge, and shall be kept laundered by the employer. Such cap, overalls, or uniform shall be returned on demand, or in default the employee shall pay for same at a reasonable rate.

(d) Employees required to work in the rain or in places or at work where the employees' clothes become wet shall be provided with waterproof overalls or aprons and waterproof footwear.

FIRST AID.

18. (i) A first-aid ambulance chest shall be placed in some accessible place upon the premises. Such chest shall be equipped and supplied as required by clause 8 of chapter 9 of the regulations under the *Factories and Shops Act 1928*.

(ii) Every employer shall appoint, where possible, an employee in charge of first aid, and shall fix remuneration (if any) to be paid to such employee according to individual circumstances.

DINING-ROOM AND CONVENIENCES.

19. (a) The employer shall provide suitable dining-room accommodation for employees who desire to remain at the premises of the factory during the meal interval.

(b) The employer shall provide and maintain adequate sanitary and lavatory accommodation for employees, including wash-basins and showers supplied with hot and cold water.

(c) The employer shall provide a locker, capable of being locked, for each employee or in the alternative accommodation for each employees' clothes and effects where such can be left and recovered by each employee without his or her gaining access to the clothes or effects of any other employee.

DRINKING WATER.

20. Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water from bubble taps or other suitable cool drinking installations.

ANNUAL HOLIDAY.

21. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 511, and any amendments which may be made thereto from time to time.

SICK LEAVE.

22. (a) An employee who is absent from work on account of his or her own illness or on account of injury by accident arising out of and in the course of his or her employment shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

(i) He or she shall not be entitled to such leave of absence unless he or she shall have been in the service of the employer concerned for at least three months immediately prior to such absence;

(ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to workers' compensation;

(iii) He or she shall within 24 hours of the commencement of such absence inform the employer of his or her inability to attend at his or her work and, as far as practicable, state the nature of the illness or injury and the estimated duration of the absence;

(iv) He or she shall prove to the satisfaction of the employer (or in the event of any dispute to the Secretary for Labour) that he or she was unable on account of such illness or injury to attend at his or her work on the day or days in respect whereof such leave is claimed. (For the purpose hereof the employer or the Secretary for Labour may require an employee to make a statutory declaration verifying the cause and length of his or her absence);

(v) He or she shall not be entitled in any year except as hereinafter provided (whether during such year in the employ of one or more than one employer) to such leave of absence in excess of 40 hours of working time, nor to payment in excess of 40 hours at ordinary rates.

(vi) An employee who in any one year of his or her employment with an employer has not been absent from work for 40 hours of working time on account of his or her own illness or on account of injury by accident arising out of and in the course of his or her employment shall be entitled to the benefits of the provisions of this clause of this Determination in a subsequent year of his or her employment with that employer to the extent of the difference between the actual working time so absent due to the aforesaid causes in that year and the maximum period of 40 hours provided for in this clause: Provided, however, that sick leave so accumulated shall not exceed 120 hours working time.

(b) For the purpose of placitum (iv) of sub-clause (a) hereof, an employer may within one month of the coming into operation of this Determination (in respect of employees in his employ at the date of such coming into operation) or within two weeks of an employee entering his employment (in respect of other employees) require an employee to make a statutory declaration or other written statement as to what leave of absence without deduction of pay he or she has had from any employer during the then current year, and the employer shall be entitled to rely and act upon such statement.

(c) For the purposes of this clause, an employer may arrange with the secretary of the local branch of the Union for the recognition of a specified date as the commencing date of each year, and when so arranged, such date shall be binding for such purposes on the Union, the employer, and his employees. In the absence of any such arrangement, "year" shall mean—

(i) In the case of an employee in the service of an employer on the date of the coming into operation of this Determination, a year of service commencing on that date, except in the case where the employer has before that date allowed paid sick leave, when it shall mean the year of service then current;

(ii) In other cases, a year of service in the employ of the employer concerned.

(d) A pieceworker shall be entitled to leave of absence subject to the conditions and limitations set out in sub-clause (a) hereof, and in respect thereof shall be paid at the time-work rate appropriate to the work at which he or she would, except for the illness or injury causing absence, have been employed.

LIMITATION OF EMPLOYER'S LIABILITY.

23. Where an employer covered by this Determination has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums prescribed by this Determination in respect to any services rendered to such employer during such period, unless within three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

PAYMENT OF WAGES.

24. (a) Wages shall be paid weekly.

(b) An employee kept waiting for his wages on pay day for more than ten minutes after the usual time for ceasing shall be paid at overtime rates after that ten minutes, with a minimum of a quarter of an hour.

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

TIME-BOOK AND INSPECTION.

25. The employer shall provide at the factory a time-book. Such time-book shall contain a correct account of the hours worked and the rates received by each employee, and shall be kept correctly entered up in ink. The secretary or the branch secretary of the Union shall have power to inspect the time-book, and also the right to visit the office of the employer for this purpose, and also for the purpose of investigating any breach or suspected breach of this Determination which is occurring or has occurred, and to interview such employee involved or concerned in the breach or suspected breach of this Determination. The employer shall make available to the officer any employees required by him in connexion with the investigation.

The time of any such visit shall be notified to the employer by the officer prior to his actually going to the office, and the employer shall provide the officer with the necessary facilities for the investigation of the breach or suspected breach of this Determination.

The officer shall interfere with and inconvenience the work and the duties of the employees as little as possible.

UNION NOTICES.

26. At each factory reasonable facilities shall be afforded officers of the Union for the necessary work in connexion therewith, and the Union shall be permitted to post Union meeting notices on a board in each factory in a reasonable manner.

Without affecting the generality of the foregoing paragraph, each employer carrying on principally the industry covered by this Determination shall permit a member of the Union nominated by the general secretary of the Union to enter the part of the factory premises of such employer set apart for meals once a week, on a day to be appointed by such employer, during the meal interval, for the purpose of interviewing members of the Union on matters relating to this Determination. If such authorized person exceeds the limits of his authority, his permit may be terminated by the Secretary for Labour on an application by any employer showing good cause.

POSTING OF DETERMINATION.

27. This Determination shall be exhibited by each employer at his factory in a place accessible to all employees.

OUTDOOR WORK.

28. No employer shall give out work or permit work to be performed at any place other than a registered factory and no employee shall perform work for any employer at any place other than at a registered factory.

PIECEWORK RATES.

29. Notwithstanding anything hereinbefore contained, the rates to be paid for piecework shall be as follows:—

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared.	
		Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		s. d.	s. d.
Apricots	Cutting and stoning by hand	2 1-011	2 9-348
Peaches	Cutting and stoning unpeeled peaches 2½" and over by hand .. ..	..	1 4-674
Peaches	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter .. ..	..	1 7-651
Peaches	Cutting and stoning peaches under 2½" in diameter .. ..	..	1 10-182
Peaches	Trimming or specking per bucket .. ..	..	0 4-168
Peaches	Feeding into peach pitting machine—per thousand .. ..	..	2 10-687
Pears (large and medium)	Peeling, cutting and coring (not into water) .. ..	..	3 5-685
Pears (small)	Peeling, cutting and coring (not into water) .. ..	..	3 9-853
Pears	Feeding into pear preparation machine—per thousand .. ..	..	3 0-325
Pears	Trimming or specking—per bucket .. ..	..	0 4-168
Quinces	Peeling, cutting and coring by machines	1 6-013	1 6-013
Quinces	Peeling by hand (not topping or tailing)	1 9-14	1 9-14
Quinces	Peeling by hand and topping and tailing	2 3-095	2 3-095
Quinces	Cutting by hand	1 6-013	1 6-013
Quinces	Coring by hand (quarters)	1 6-013	1 6-013
Quinces	Coring by hand (halves)	1 1-547	1 1-547
Quinces	Sorting and picking over machine-cored slices (per bucket)	0 6-252	0 6-252
Tomatoes	Peeling (per bucket) by hand	0 9-081	0 9-081

	Per tray of twelve cans—Open tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves	0 4-466
Whole	0 2-828
Peaches—grading and placing in No. 2½ cans	0 2-382
Pears—grading and placing in No. 2½ cans	0 2-977
Any other fruits or tomatoes—grading and placing in No. 2½ cans	0 2-382
Asparagus grading and placing in 10-11 oz. cans, 24 tins per tray	0 11-463
14-16 oz. cans, 24 tins per tray	0 8-337
28-30 oz. cans, 15 tins per tray	0 8-337
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles	1 7-502
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles	1 11-968
Pickles—Cutting up vegetables for mustard pickles by knife per cwt.	7 5-473
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt.	5 11-46
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation	22 4-272
Onions—when weighed after the operation	29 9-448
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation	17 10-528
Onions—per cwt. when weighed after the operation	23 10-286

Tomato Sauce or Chutney—Preparation for Sale.	Price Per Gross of Ordinary Pint Bottles.	Price Per Gross of Ordinary Quart Bottles.
Class of Work—	s. d.	s. d.
Labelling with one label	1 6-013	1 8-098
Wrapping	0 7-443	0 7-443

Provided always that if tins or cans of any other sizes than those hereinbefore specified are used the piecework rates in respect thereof shall be such as may be agreed upon between the employees and the employer concerned.

For the purposes of this sub-clause a standard case shall be understood to mean the equivalent of a kerosene case when not filled above the level of the top.

Where a pieceworker has been instructed to commence work on any day and has attended and is ready to work, but is prevented from or delayed in completing eight hours of piecework on that day through any cause for which the employer is responsible, such piece worker shall be entitled to be paid not less than one-fifth of the weekly wage prescribed in this Determination for an adult male, or a junior male, or an adult female, or a junior female, employee as the case may be.

PERIODICAL ADJUSTMENT OF WAGES.

30. *Adult Males.*—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 the rates for adult males shall be automatically adjusted as prescribed by clause 31.

Basic Wage.

Place.	Basic Wage (Adjustable).	Industry Leading (Not Adjustable).	Industry Basic Wage.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	12 1 0	0 7 0	12 8 0	Sydney, Melbourne, Adelaide, and Hobart } Weighted average.

ADJUSTMENT OF BASIC WAGE INGREDIENT.

31. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in August, 1954, the amounts of the basic wage shall be as prescribed in clause 30.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) *Adult Females.*—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) *Junior Employees.*—The wages of junior employees shall be the appropriate percentages as set out in clause 3.

(f) *Piecework.*—Piecework rates shall be adjusted proportionately to the increase or decrease in the quarterly adjustment of the basic wage if the alteration exceeds three shillings per week.

MARGINAL RATES.

32. (a) *Adult Males.*—In addition to the basic wage as provided in Clause 30 of this Determination the following margins shall be the minimum rates payable to male adults engaged in the occupations named.

	Margins Per Week.
	£ s. d.
GENERAL PRODUCTION SECTION.	
Foreman (first jam maker)	2 5 0
Assistant jam maker (as defined) and/or assistant pickle maker .. .	1 13 0
Foreman sauce, chutney, pickles or condiment maker (as defined) .. .	1 15 0
Fruit preserver (as defined)	1 15 0
Assistant fruit preserver	1 5 0
Fruit crystallizer	1 10 0
Candy peel maker in charge	1 10 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slicing machine .. .	1 2 0
Leading hand, bottle department	1 5 0
Leading hand, pulp department	1 5 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce or other kinds of fruit or vegetables .. .	1 5 0
Operator of apple-peeling machine	1 2 0
Operator of labelling-machine labelling canned goods	1 2 0
Operator of fruit or vegetables lye machine	1 2 0
Syrup maker, i.e., a person who actually boils the syrup	1 2 0
Operator of sauce-labelling machine	1 2 0
Employees engaged in inspecting fruit for acceptance or rejection .. .	1 1 0
Employee in fruit crystallizing department (other than fruit crystallizer) .. .	1 1 0
Employee engaged peeling melons	1 0 0
Employees operating can-closing machine	1 2 0
Employee engaged feeding into and/or taking from lacquer machine .. .	0 18 0
Employees feeding into and/or taking from bottle-washing machine .. .	1 2 0
Employee engaged in bottle-washing department	0 18 0
Retort hand	0 18 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	0 18 0
Man in charge of and operating retorts	1 5 0
Employee operating jam-filling machine	1 2 0
Employee operating sauce-filling machine	1 2 0
Employee operating bottle-capping or bottle-closing machine	1 2 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line	0 18 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined) .. .	0 15 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory	0 18 0

MARGINAL RATES—continued.

										Margins Per Week.			
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION.													
										£ s. d.			
Leading hand	1	13	0
Man in charge of prunes or tree fruits	1	8	0
Man in charge of dehydrator	1	6	0
Man in charge of steam retorts on drying ovens	1	5	0
Man working in or in connexion with drier, kiln or sulphur box	1	2	0
All others working in dehydration tunnel	1	2	0
Operator of blancher which included spray washing	1	0	0
Unloader of trays from blancher	0	15	0
General hands	0	13	0
STORING SECTION.													
Foreman packer in charge of despatch and packing department	2	0	0
Foreman packer's assistant	1	8	0
Storeman and packer (as defined)	1	2	0
MISCELLANEOUS SECTION.													
Man working in connexion with freezing chambers	1	12	0
Man working in connexion with cooling chambers	1	2	0
Tapper	1	2	0
Driver of power-driven factory truck	1	1	0
General hands, i.e., persons not otherwise classified	0	13	0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control			

(b) Margins and Loadings for Adult Females.

										Margins Per Week.	Additional Amount Per Week.	Industry Loading Per Week.						
										£ s. d.								
Head forewoman	1	7	0	9	9	5	6	
Forewoman's assistant	0	17	0	9	9	5	6	
Head woman supervisor	0	14	0	9	9	5	6	
Supervisor (as defined)	0	12	0	9	9	5	6	
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine	0	12	0	9	9	5	6	
Employees engaged in—																		
(i) clipping piece-work tickets	}	0	9	0	9	9	5	6
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines								
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.								
(iv) operating can-closing machines								
(v) packing clear mixed pickles into glass containers								
(vi) pouring out or filling jam by hand								
(vii) pouring out pulp by hand								
(viii) stirring jam, sauce or pulp								
(ix) washing bags								
(x) working at a fruit press								
(xi) feeding into and/or taking lacquer machine								
(xii) feeding into and/or taking from bottle-washing machine								
(xiii) bottle-washing department								
(xiv) pouring out soups, chutneys, pickles or other preparations								
(xv) operator jam-filling machine								
(xvi) operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature								
(xvii) operator bottle-capping or bottle closing-machine								
(xviii) operator sauce-labelling machine								
(xix) feeding peach-slicing machine								
(xx) operator of apple-peeling machine								
(xxi) operator of tomato coring machine								
All other adult females, i.e., females eighteen years of age or over	Nil.	9	9	9	9	5	6	

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 6th May, 1954.