



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE FRUIT PACKING BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed, "to determine the lowest prices or rates which may be paid to any persons or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

- (a) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;
(b) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely:—

1. That on the 7th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

Improvers.	Males.		Females.		Other Employees.
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
Under 16 years of age ..	37	87 6	49	87 0	Packers, graders or sizers of fruit by hand .. 273 0
16 to 17 years of age ..	45	106 6	60	106 6	Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers).. 273 0
17 to 18 years of age ..	55	130 6	66	117 0	Persons bringing fruit from and putting fruit into cool-store chambers .. 268 0
18 to 19 years of age ..	73	173 0	85	168 6	Case ladders and nailers—machine .. 268 0
19 to 20 years of age ..	93	220 6	98	174 0	Case ladders and nailers—hand .. 268 0
20 to 21 years of age ..	100 + 11s.	248 0	100 + 10s.	187 6	Case wirens .. 268 0
					Persons stacking and unstacking cases of fruit; but not in cool chambers .. 263 0
					Persons feeding grading, washing, or sizing machines .. 263 0
					Empty case hands or case yardsmen .. 263 0
					Case labellers or persons engaged in branding and marking cases .. 263 0
					Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 263 0
					Persons sweeping up and removing debris in or around a packing shed .. 263 0
					All others .. 250 0
					<i>Females.</i>
					Packers, graders or sizers of fruit by hand .. 273 0
					Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia .. 197 0
					All others .. 191 9

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

PIECERWORK PRIORS.

3. The lowest piecerwork prices payable for the following kinds of work shall be :—
Pears.

	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
<i>(a) Full Bench Packing.</i>			
The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers.			
1. Wrapping and packing unsized pears, including lidding	1 0 $\frac{1}{2}$	1 2 $\frac{1}{2}$	1 6 $\frac{1}{2}$
1a. Wrapping and packing sized pears, including lidding	0 11	1 0 $\frac{1}{2}$	1 3 $\frac{1}{2}$
2. Wrapping and packing unsized pears, no lidding	0 11 $\frac{1}{2}$	1 1 $\frac{1}{2}$	1 4 $\frac{1}{2}$
2a. Wrapping and packing sized pears, no lidding	0 9 $\frac{1}{2}$	0 11	1 1 $\frac{1}{2}$
3. Packing unsized naked pears, including lidding	0 11 $\frac{1}{2}$	1 1 $\frac{1}{2}$	1 4 $\frac{1}{2}$
3a. Packing sized naked pears, including lidding	0 9 $\frac{1}{2}$	0 11	1 1 $\frac{1}{2}$
4. Packing unsized naked pears, no lidding	0 10 $\frac{1}{2}$	0 11 $\frac{1}{2}$	1 2 $\frac{1}{2}$
4a. Packing sized naked pears, no lidding	0 8 $\frac{1}{2}$	0 9 $\frac{1}{2}$	1 0
5. Packing unsized pears into market flats, no lidding	1 0 $\frac{1}{2}$	..	..
5a. Packing sized pears into market flats, no lidding	0 11 $\frac{1}{2}$	..	..
6. Grading, sizing into quarters and placing loose in cases, no lidding	0 6 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 9 $\frac{1}{2}$
7. Grading (no sizing) and placing loose in cases, no lidding	0 5 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 8 $\frac{1}{2}$
<i>(b) Other Bench Packing.</i>			
The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions.			
1. Wrapping and packing unsized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 8 $\frac{1}{2}$	0 10 $\frac{1}{2}$	1 0 $\frac{1}{2}$
1a. Wrapping and packing sized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 7 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 9 $\frac{1}{2}$
2. Packing unsized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 7 $\frac{1}{2}$	0 8 $\frac{1}{2}$	0 11
2a. Packing sized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 5 $\frac{1}{2}$	0 6 $\frac{1}{2}$	0 8 $\frac{1}{2}$
3. Wrapping and packing unsized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 9 $\frac{1}{2}$	0 11	1 1 $\frac{1}{2}$
3a. Wrapping and packing sized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 7 $\frac{1}{2}$	0 8 $\frac{1}{2}$	0 11
4. Packing unsized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 8 $\frac{1}{2}$	0 9 $\frac{1}{2}$	1 0
4a. Packing sized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 6 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 9 $\frac{1}{2}$
5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	0 4 $\frac{1}{2}$	0 6 $\frac{1}{2}$	0 7 $\frac{1}{2}$
6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	0 4	0 5 $\frac{1}{2}$	0 7 $\frac{1}{2}$
NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions :—			
Lidding	92d.	Sizing	1 535d.
Bringing Fruit to and from bench, .. .. .	.. .. .	Branding and/or Marking	307d.
from and to Cool Chambers	1 228d.	Labelling	614d.
<i>(c) Other Packing.</i>			
Wrapping and packing pears off sizing machines, no lidding	0 7 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 9 $\frac{1}{2}$

Apples.

	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
<i>(a) Full Bench Packing.</i>			
The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers			
1. Wrapping and packing unsized apples, including lidding	1 0 $\frac{1}{2}$	1 2 $\frac{1}{2}$	1 6 $\frac{1}{2}$
1a. Wrapping and packing sized apples, including lidding	0 11	1 0 $\frac{1}{2}$	1 3 $\frac{1}{2}$
2. Wrapping and packing unsized apples, no lidding	0 11 $\frac{1}{2}$	1 1 $\frac{1}{2}$	1 4 $\frac{1}{2}$
2a. Wrapping and packing sized apples, no lidding	0 9 $\frac{1}{2}$	0 11	1 1 $\frac{1}{2}$
3. Packing unsized naked apples, including lidding	0 11 $\frac{1}{2}$	1 1 $\frac{1}{2}$	1 4 $\frac{1}{2}$
3a. Packing sized naked apples, including lidding	0 9 $\frac{1}{2}$	0 11	1 1 $\frac{1}{2}$
4. Packing unsized naked apples, no lidding	0 10 $\frac{1}{2}$	0 11 $\frac{1}{2}$	1 2 $\frac{1}{2}$
4a. Packing sized naked apples, no lidding	0 8 $\frac{1}{2}$	0 9 $\frac{1}{2}$	1 0
5. Grading, sizing into quarters and placing loose in cases, no lidding	0 6 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 9 $\frac{1}{2}$
6. Grading (no sizing) and placing loose in cases, no lidding	0 5 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 8 $\frac{1}{2}$

Apples—continued.

	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
<i>(b) Other Bench Packing.</i>			
The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions.			
1. Wrapping and packing unsized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	8½	10½	1 0½
1a. Wrapping and packing sized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	7½	7½	0 9½
2. Packing unsized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	7½	8½	0 11
2a. Packing sized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	5½	6½	0 8½
3. Wrapping and packing unsized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	9½	11.	1 1½
3a. Wrapping and packing sized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	7½	8½	0 11
4. Packing unsized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	8½	9½	1 0
4a. Packing sized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	6½	7½	0 9½
5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	4½	6½	0 7½
6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	4	5½	0 7½
NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions:—			
Lidding	·921d.	Sizing	1·535d.
Bringing Fruit to and from bench, from and to Cool Chambers	1·228d.	Branding and/or Marking	·307d.
Labelling	.. .. .	.. .. .	·614d.
<i>(c) Other Packing.</i>			
Wrapping and packing apples off sizing machines, no lidding	7½	7½	0 9½

Plums.

	Per Half Case.
Wrapping and packing or packing naked plums, no lidding	d. 8½
Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling	11½

Peaches, Apricots, and Nectarines.

	Per Case.
Packing naked peaches, apricots, or nectarines—Count 100-140	s. d. 0 9½
Packing naked peaches, apricots, or nectarines—Count 150-240	0 11½
Packing naked peaches, apricots, or nectarines—Count 268-320	1 4½
Unpacked, placed loose in case	0 8½

Lemons

	Per Case.
Packed within 30-mile radius of General Post Office, Melbourne—	d.
Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling	10½
Packing naked lemons into any standard bushel case	8½

Lemons—continued.

		Per 1,000 Lemons.
		<i>s. d.</i>
Packed outside 30-mile radius of General Post Office, Melbourne—		
Wrapping and packing lemons into any standard bushel case		3 11
Packing naked lemons into any standard bushel case		2 2½

Oranges and Mandarins.

		Per 1,000 Oranges or Mandarins.
		<i>s. d.</i>
Wrapping and packing oranges or mandarins		3 11
Packing naked oranges or mandarins		2 2½

NOTE.—To the weekly earnings of each pieceworker the sum of 25s. shall be added, provided that where less than 40 hours are worked in any week a proportionate amount shall be added in lieu of such sum.

WIRING.

4. Where a pieceworker is called on to wire cases he shall be paid 1d. per case for all cases wired.

CONDITIONS OF PIECEWORK.

5. No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

Pieceworkers shall be paid rate and a quarter for all piecework done outside the times of beginning and ending work.

HOURS FOR A WEEK'S WORK.

6. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days Monday to Friday (inclusive) between the hours of 7 a.m. and 5 p.m.

OVERTIME.

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

- (a) Outside the times of beginning and ending work as prescribed in clause 6 together with a time worked in excess of eight hours per day within such times—Time and a half for the first four hours and double time thereafter.
- b) On Saturday—
- (i) between 8 a.m. and 12 noon—Time and a half;
 - (ii) before 8 a.m. and after 12 noon—Double time.

TERMS OF ENGAGEMENT.

8. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

CASUAL WORK.

9. Casual work, i.e., work for less than two full weeks, shall be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

SICK LEAVE.

10. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 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.

For the purposes of this sub-clause service prior to the 12th February, 1948, shall be disregarded.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

HOLIDAYS AND SPECIAL RATES FOR HOLIDAYS AND SUNDAYS.

11. (a) (i) Weekly employees shall be granted the following holidays without deduction of pay:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, or any day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays.

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.

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.

(ii) When a weekly employee is required to work on one of the above-named holidays, he shall be paid double time for all work done but shall not be entitled to any additional holiday pay for the hours worked.

(iii) Weekly employees shall be paid double time for all work done on a Sunday.

(b) (i) All employees working on piecework shall be granted the following holidays:—

Christmas Day, Good Friday, and Anzac Day, or any day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, and they shall be paid for such holidays, the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work in which they would be normally employed.

(ii) If a pieceworker is required to work on any of the above-named holidays he shall be paid rate and a half for all work done on such day, but shall not be entitled to holiday pay as set out in sub-clause 11 (b) (i) hereof for the time worked.

(iii) A pieceworker shall be paid rate and a half for all work done on a Sunday or on New Year's Day, Australia Day, Easter Monday, Labour Day, Queen's Birthday, and Boxing Day, or any day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays.

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.

ANNUAL HOLIDAY.

12. 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.)

REST PERIOD.

13. A rest period of ten minutes each morning and afternoon and, after each two hours of work (except where a meal interval occurs) performed outside the hours fixed in Clause 6, shall be allowed employees, other than pieceworkers, without deduction of pay.

TEA MONEY.

14. Any employee called upon to work for more than two hours after the usual knocking off time shall be paid 4s. tea money in addition to any overtime payment.

TIME BOOK OR OTHER RECORD.

15. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments for the purpose of interviewing employees on legitimate union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.

(b) That not more than one representative in all be in any establishment at any one time.

(c) That no one representative visit an establishment more than once a fortnight.

(d) That if an employer alleges that a representative is unduly interfering with his establishment 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, but the representative shall have the right to bring such refusal before this Wages Board.

DEFINITIONS.

17. "Grading" means sorting of fruit into respective grades, namely, extra fancy, fancy, good and domestic

"Sizing" means sorting of fruit into respective sizes or counts.

FIRST-AID OUTFIT.

18. In each place where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit, consisting of the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolyzed	1 jar
Pieric acid solution, made according to the following recipe or prescription :—	
1½ teaspoonsful of powdered pieric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water ..	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECEWORKERS' EARNINGS.

19. The wages rates for adult males and female packers, graders, or sizers of fruit by hand 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 and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 20.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

20. (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 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 19.

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

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of improvers 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, 7th December, 1953.