VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

(Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.)

No. 917] WEDNESDAY, SEPTEMBER 15. [1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1954.

Dated at Melbourne, this
6th day of September, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

WIRE FENCE AND TUBULAR GATE BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 77 of the 23rd February, 1954, shall be replaced by the following clauses:—

2. Wages per week of 40 hours.

ADULTS.

—	Wages Per Week.
	£ s. d.
Welder—	
Special class (as defined)	14 12 6
First class	14 8 0
Second class	13 4 0
Third class	13 0 0
Tack welder	13 2 0
Machinists, being those engaged in working on ringlock, or any other class of fence-making machines, chain netting machines, or picket fabric machines	13 4 0
Paint spray operator	13 0 0
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames	13 1 6
Scroll maker	13 1 6
Tubular frame maker	13 4 0
Person engaged in erecting woven wire fence or tubular gates	13 4 0
Stump hand	12 17 6
All other adult employees	11 19 0

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 257s. 6d. per week for the first six weeks of such employment in the industry.

LEADING HANDS.

3. Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

APPRENTICESHIP.

4. The Board has determined that no apprentice shall be taken in the trade.

No. 917.—8185/54.—PRICE 3D.

UNAPPRENTICED MALE JUNIORS.

5. The wages of unapprenticed male juniors shall be :—

—	Percentage of Basic Wage.	Additional Amount.	Wages per Week of 40 Hours.
		s. d.	£ s. d.
Under 16 years of age	24	2 0	2 18 6
16 years of age	34	3 0	4 3 0
17 years of age	46	4 0	5 12 6
18 years of age	58	5 0	7 2 0
19 years of age	73	6 0	8 18 6
20 years of age	88	7 0	10 14 6

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his age, and in addition thereto the further additional loading specified for such an employee.

No junior shall be employed in outside spray painting or in the occupation of outside erecting who has not attained the age of nineteen years and has not completed two years in the industry or if under the age of 16 years, using electric arc or oxy-acetylene blow pipe.

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE

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No. 918] WEDNESDAY, SEPTEMBER 15. [1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1954.

Dated at Melbourne, this
6th day of September, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

WIREWORKERS BOARD.

Clause 2 of the Determination made on the 3rd December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. Wages per week of 40 hours.

Apprentices or Improvers.

	Wages Per Week, Apprentices and Improvers. £ s. d.
Under 16 years	3 6 0
16 to 17 years	4 9 6
17 to 18 years	5 11 0
18 to 19 years	6 19 0
19 to 20 years	8 12 6
20 to 21 years	10 17 0
Thereafter, Minimum Wage	

PROPORTION.

(In any factory or place.)

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 265s. per week.

An indenture of apprenticeship prescribed has been approved.

Improvers.

One improver to every two workers receiving not less than 265s. per week.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).

(*a*) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting, or oiling, carrying or moving material, packing, cleaning up factory or going messages—

	Wages Per Week. £ s. d.
Under 16 years	3 6 0
16 to 17 years	4 9 6
17 to 18 years	5 11 0
18 to 19 years	6 19 0
19 to 20 years	8 12 6
20 to 21 years	10 17 0

PROPORTION.

One juvenile worker to every six workers receiving not less than 265s. per week.

(*b*) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—

	Wages Per Week £ s. d.
Under 16 years	3 6 0
16 to 17 years	4 9 6
17 to 18 years	5 11 0
18 to 19 years	6 19 0
19 to 20 years	8 12 6
20 to 21 years	10 17 0

PROPORTION.

One juvenile worker to every adult weaver receiving not less than 265s. per week.

Other Employees.

WAGES.

—	Per Hour. s. d.	Per Week. s. d.
Wire-workers or Weavers	6 7½	265 0
Tinners	6 8 17/20	269 6
Oxy-welders	6 7½	265 0
Storemen	6 7½	265 0
Paint spraying operators	6 7½	265 0

Clauses, other than clause 2, of the said Determination shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne

No. 918.—8186/54.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 919] TUESDAY, SEPTEMBER 21. [1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1954.

Dated at Melbourne, this
21st day of September, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (A), 2 (B) and 2 (C) of the Determination made on the 23rd June, 1954, and in force on the 1st July, 1954, shall be replaced by the following clauses:—

2. (A) EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

Division A.—Abattoirs or Meat Markets.

—	Weekly Wage. £	s.	d.
Tacklemen	18	9	0
Slaughterman	17	15	3
Cold calf skinners	17	15	3
Head and Feet Boners	15	3	0
Scalders	15	3	0
Meat Lumpers	14	19	6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	14	15	6
General labourers	14	12	6

No. 919.—8162/54.—PRICE 3D.

2. (A)—*continued.*

—	Weekly Wage. (a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
Division B.—Retail Shops.	£ s. d.	£ s. d.	£ s. d.
(a) Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 20 hours per week	14 18 6	15 5 0	14 18 6
(b) Employees who do slaughtering for 20 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work	14 18 6	15 5 0	14 18 6
Whilst employed on other work	At the rates prescribed for such work.		
(c) Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	15 5 0	15 11 6	15 5 0
(d) General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher for 20 hours or more per week	14 17 0	15 3 6	14 17 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	14 11 0	14 17 6	14 11 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	14 8 0	14 14 6	14 8 0
(g) Salesmen and/or saleswomen	14 5 0	14 11 6	14 5 0
(h) Small goods makers in butchers' shops, boners, salters, scalders, and cookers	14 10 6	14 17 0	14 10 6
(i) Ordermen who deliver but do not cut meat and who are not carters and drivers	13 13 0	13 19 6	13 13 0
(j) All others	13 10 0	13 16 6	13 10 0
Proportion of Salesmen and/or Saleswomen.			
The number of salesmen and/or saleswomen employed in any one shop shall not exceed one to every three or fraction of three employees employed as general butchers under classifications (d) (e) and (f) above.			
Division C.—Small Goods Section.			
(a) Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 20 hours per week	14 18 6	15 5 0	14 18 6
(b) Employees who do slaughtering 20 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work	14 18 6	15 5 0	14 18 6
Whilst employed on other work	At the rates prescribed for such work.		
(c) Men employed principally on mixing machines and/or responsible for making of small goods	14 16 0	15 2 6	14 16 0
(d) Fillermen	14 6 6	14 13 0	14 6 6
(e) Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	14 10 6	14 17 0	14 10 6
(f) Packing-room hands	13 18 6	14 5 0	13 18 6
(g) Linkers and table hands	13 17 6	14 4 0	13 17 6
(h) All others	13 10 0	13 16 6	13 10 0
Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.			
Meat Lumpers	14 19 6	15 6 0	14 16 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	14 12 0	15 0 0	14 8 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	14 17 0	15 5 0	14 13 6
Exceeding 3 tons capacity	15 2 0	15 10 0	14 18 0
Horse Drivers—			
One horse	14 9 0	14 17 0	14 5 6
Two horses	14 12 0	15 0 0	14 8 6
Three horses	14 15 0	15 2 6	14 11 0
Head stableman (if more than one employed)	14 6 6	14 14 6	14 4 0
Other stablemen or grooms	14 1 6	14 9 6	13 17 6
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer; Drivers who, during the day, are engaged in carting blood manure or offensive offal	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October	1s.8d. per hour in addition to the rate specified	1s.8d. per hour in addition to the rate specified	1s.8d. per hour in addition to the rate specified
From 1st November to 30th April	1s.2d. per hour in addition to the rate specified	1s.2d. per hour in addition to the rate specified	1s.2d. per hour in addition to the rate specified

2. (A)—*continued.*

Division E.—Carters and Drivers (Not Elsewhere Included).

—	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	13 16 0	14 2 6	13 16 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity	14 0 0	14 6 6	14 0 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	14 3 0	14 9 6	14 3 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	13 11 0	13 17 6	13 11 0
(ii) two horses	13 16 0	14 2 6	13 16 0
(iii) three horses	13 19 0	14 5 6	13 19 0
(iv) four horses	14 1 0	14 7 6	14 1 0

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions :—

(1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.

Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.

Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.

(2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.

(3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B) APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets.

—	Weekly Wage.	
	Percentage of Basic Wage.	—
		£ s. d.
1st year's experience	64	7 11 0
2nd year's experience	77	9 1 6
3rd year's experience	88	10 7 6
4th year's experience	100 + 21s.	12 17 0
5th year's experience	..	Minimum Wage

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.

Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.

—	Weekly Wage.	
	Percentage of Basic Wage.	—
		£ s. d.
Under 18 years	85	10 0 6
18 years and under 19 years ..	100 + 1s. 6d.	11 17 6
19 years and under 20 years ..	100 + 13s. 6d.	12 9 6
20 years	..	Minimum Wage

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.

No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

2. (C) (i) APPRENTICES NOT ELSEWHERE INCLUDED.

(Other than those covered by the Apprenticeship Commission.)

Retail Butchers Shops.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Five-year Term—				
First year	30	4 7 6	4 9 0	4 7 6
Second year	40	5 16 6	5 19 0	5 16 6
Third year	55	8 0 0	8 3 6	8 0 0
Fourth year	75	10 18 0	11 3 0	10 18 0
Fifth year	95	13 16 6	14 2 6	13 16 6
Four-year Term—				
First year	40	5 16 6	5 19 0	5 16 6
Second year	50	7 5 6	7 8 6	7 5 6
Third year	75	10 18 0	11 3 0	10 18 0
Fourth year	95	13 16 6	14 2 6	13 16 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

Small Goods Factories.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Five-year Term—				
First year	30	4 7 0	4 9 6	4 7 0
Second year	40	5 16 0	5 19 0	5 16 0
Third year	50	7 5 0	7 8 6	7 5 0
Fourth year	75	10 18 0	11 2 6	10 18 0
Fifth year	95	13 16 0	14 2 0	13 16 0
Four-year Term—				
First year	40	5 16 0	5 19 0	5 16 0
Second year	50	7 5 0	7 8 6	7 5 0
Third year	75	10 18 0	11 2 6	10 18 0
Fourth year	95	13 16 0	14 2 0	13 16 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

(ii) Except as hereinafter provided in those portions of the State of Victoria not covered by the Apprenticeship Commission male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows :—

Contract of Apprenticeship.

(a) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

(b) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

(c) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year : Breaking up hindquarter of beef and hanging same and boning.

During the third year : Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years : Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

(2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year : Pelting and legging sheep and necking off; dressing pigs and calves.

During the third year : Grounding; backing off; sawing down.

During the fourth and fifth years : Quartering; making tallow; caring for hides; care of yards generally.

(3) An apprentice small goods maker shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

First year: Learning qualities, quantities and grades of meat; grading and mixing; use of and care of knife.

Second year: Mixing meat and using silent cutters; learning ingredients; arranging meat in chiller.

Third year: Cooking and dyeing meats; linking sausages of all types; using filling and linking machines.

Fourth year: Making pickle; pumping meat; and to be thoroughly competent in all trades.

Period of Apprenticeship.

(*d*) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

(*e*) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

(*f*) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

Unapprenticed Juniors.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms:—

(*a*) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parents or guardian and his employer.

(*b*) The wage rates of unapprenticed junior labour in retail butchers' shops shall be as follows:—

Age.	Percentage of Classification (*e*) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ *s.* *d.*	£ *s.* *d.*	£ *s.* *d.*
Under 20 years of age	75	10 18 0	11 3 0	10 18 0
20 to 21 years of age	95	13 16 6	14 2 6	13 16 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

(*c*) The wage rates of unapprenticed junior labour in small goods factories shall be as follows:—

Age.	Percentage of Classification (*e*) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ *s.* *d.*	£ *s.* *d.*	£ *s.* *d.*
Under 17 years of age	30	4 7 0	4 9 0	4 7 0
17 to 18 years of age	40	5 16 0	5 19 0	5 16 0
18 to 19 years of age	50	7 5 0	7 8 6	7 5 0
19 to 20 years of age	75	10 18 0	11 2 6	10 18 0
20 to 21 years of age	95	13 16 0	14 2 0	13 16 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

(*d*) *Juniors 16 years of age and over may be employed as assistants to small goods sellers from carts at the following rates of pay:—*

Age.	Percentage of Classification (*e*) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ *s.* *d.*	£ *s.* *d.*	£ *s.* *d.*
Under 18 years of age	50	7 5 0	7 8 6	7 5 0
18 to 19 years of age	75	10 18 0	11 2 6	10 18 0
19 to 20 years of age	85	12 7 0	12 12 6	12 7 0
20 to 21 years of age	95	13 16 0	14 2 0	13 16 0

and thereafter not less than the minimum rate for small goods sellers from carts.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination shall remain in force.

By Authority: W. M. Houston, Government Printer, Melbourne.

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No. 920] TUESDAY, SEPTEMBER 21. [1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1954.

Dated at Melbourne, this
21st day of September, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 32 and 33 of the Determination made on the 25th May, 1954, and in force as from that date, shall be replaced by the following clauses:—

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 ..

To slaughtermen employed in Group B, 73s. 3·855d. per 100 sheep or lambs slaughtered ..

Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

To learners—

For the first 21 days of employment—

63s. 7·908d. per day.

Thereafter until considered competent by the employer—

70s. 0·658d. 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 pointamen, 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.

No. 920.—8163/54.—PRICE 3D.

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, Maggotty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggotty 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 23s. 9·6d. plus sick leave loading of 4·608d. 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 23s. 9·6d. plus sick leave loading of 4·608d. 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	8·875d. per head.
Calves 61 lb. to 90 lb. skin on	1s. 1·312d. per head.
Calves 91 lb. to 120 lb. skin on	1s. 5·75d. per head.
Calves over 121 lb. skin on	2s. 2·625d. per head.
Skin Off—	
Calves under 60 lb. skin off	1s. 0·5d. 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 skinners engaged skinning cold calves—
71s. 6·628d. per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—13·21d. 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 skinners skinning cold calves), shall be increased by the sum of 23s. 9·6d. plus sick leave loading of 4·608d. 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. 1·138d. per head.
101 lb. to 200 lb.	1s. 5·376d. per head.
200 lb. to 300 lb.	2s. 4·625d. per head.
Over 300 lb.	4s. 7·65d. per head.
Hand scudded—	
Up to 100 lb.	1s. 10·533d. per head.
101 lb. to 200 lb.	2s. 4·625d. per head.
200 lb. to 300 lb.	3s. 9·526d. per head.
Over 300 lb.	4s. 7.65d. per head.

If pigs are put through singeing machine 6¾d. 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 23s. 9·6d. plus sick leave loadingof 4·608d. 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. 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 clause 6 (1) (*b*) for head and feet boners and 6 (2) (*c*) for other boners. The following daily quotas shall apply :—

(1) *Head and Feet Boners*—

(*a*) Beef head boners—275 lb. of required cheek meat, head meat and eye fat.
Sheep, calves, and lambs head boners—220lb. of all head meat.
Beef feet boners—Sinews from 112 sets of beef feet.

(*b*) Head and feet boners when producing in excess of the above-mentioned quotas, and within their daily period of 8 hours work, shall be paid for all such excess at the following rates :—

Beef head boners—3d. per lb. for all required cheek meat, head meat, and eye fat produced in excess of 275 lb.
Sheep, calves, and lambs head boners—3½d. per lb. for all head meat produced in excess of 220 lb.
Beef feet boners—7d. per set of sinews for all sets treated in excess of 112.

(*c*) Rates and conditions provided in this sub-clause are to be read conjointly with the following :—

(i) All weights referred to are drained weights.
(ii) All work shall be carried out in the manner prescribed by and to the satisfaction of the employer, including the saving of face and hide pieces.
(iii) Employees shall work in one or more teams as may from time to time be mutually agreed upon between the employer and employees.
(iv) Head and feet boners shall be required to handle, treat, and deliver all products after soaking to the draining trays.

(2) *Other Boners*—

(*a*) 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 equa one quarter of beef.
One forequarter or horse's head over three ribs 101 lb. to 150 lb. shall be equivalent to one and a quarter quarters.
One forequarter or horse's head over three ribs 151 lb. or over shall be equivalent to one and a half 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. 10·597d. per quarter.
Mutton—1s. 3·065d. per carcass.
Veal—1s. 3·065d. per carcass.
Pork—3s. 9·195d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.
2s. 10·486d. 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. 2·498d. per quarter.
(ii) Mutton 7·299d. per carcass.
(iii) Veal 3·561d. 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 15 8
2nd " "	12 8 3
3rd " "	13 4 9
4th " "	14 16 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 17 years ..	30 · 5·008	Boners (Beef and Mutton)	71 6·702
17 years and under 18 years ..	34 5·008	Head and Feet Boners— (i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains	
18 years and under 19 years ..	37 5·008	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	63 3·508
19 years and under 20 years ..	49 5·408	Slicers and Trimmers	67 7·864
20 years and under 21 years ..	54 5·408	Sheep Skin classers	65 11·108
		Labourers trimming, cleaning, scalding, and picking tripe	63 3·508
		Skin shed labourers	62 11·108
		Other Labourers	62 11·108

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 humans beings, he shall be paid 6d. per carcass of mutton 6d. per carcass of pork, or 2s. per body of beef in addition to his ordinary wage.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

32. ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—63s. 6·308d. per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—20s. 4·206d. per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—22s. 5·106d. per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—19s. 10·603d. per trip.

Men droving stock from Newmarket Sale Yards to—

(a) Western and Murray, Geelong-road, Brooklyn .. .. } 62s. 2·908d. per trip. .. } if from Newmarket Rail Siding an extra 2s. 6d.
(b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn .. }
(c) Sims Cooper Freezing Works, Newport .. .. 69s. 3·308d. per trip. ..

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—94s. 3·928d. per period of 24 hours or part thereof, including Saturdays and Sundays.

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

64s. 5·758d. per day.

All others—

62s. 11·108d. per day.

33. JUVENILE WORKERS.

—	Wages per Day.
	s. d.
16 years of age and under 17 years of age	30 5·008
17 years of age and under 18 years of age	34 5·008
18 years of age and under 19 years of age	37 5·008
19 years of age and under 20 years of age	49 5·408
20 years of age and under 21 years of age	54 5·408
PROPORTION:—One juvenile worker to every three or fraction of three adult workers.	

Clauses, other than clauses 2 to 8 inclusive and clauses 32 and 33 of the said Determination, shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.