VICTORIA

GOVERNMENT GAZETTE.

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No. 20] FRIDAY, JANUARY 28. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE WATCHMAKERS BOARD.

NOTE (i).—By proclamation issued by the Governor in Council on the 26th October, 1948, the trade of 'watch and clock making' was proclaimed an apprenticeship trade under the Apprenticeship Acts throughout the metropolitan district. By a further proclamation dated the 22nd March, 1949, such proclamation was varied by the substitution of the words :—'Clock making, watch making, watch and clock making' for the words 'watch and clock making.'

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

IN accordance with the provisions of the *Labour and Industry Act* 1953, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of a watch or clock maker (including repairers)" has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 1st January, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

Apprentices. (Other than those covered by the Apprenticeship Commission).	Percentage of Basic Wage.	£ s. d.	Improvers.	Percentage of Basic Wage.	£ s. d.	Other Employees.	£ s. d.
Watchmaking or Watchmaking and Clockmaking.							
1st year's experience	26	3 1 0	1st year's experience	26	3 1 0		
2nd year's experience	35	4 2 0	2nd year's experience	45	5 5 6	Watchmaker	15 12 0*
3rd year's experience	48	5 12 6	3rd year's experience	49	5 14 6		
4th year's experience	65	7 12 0	4th year's experience	62	7 5 0	Clockmaker	13 11 6
5th year's experience	86	10 1 0	5th year's experience	78	9 2 6		
6th year's experience	100 % + 13s.	12 7 0	6th year's experience	95	11 2 6		
Clockmaking only.							
1st year's experience	26	3 1 0					
2nd year's experience	35	4 2 0					
3rd year's experience	48	5 12 6					
4th year's experience	67	7 17 0					
5th year's experience	95	11 2 6					

An amended form of Indenture has been prescribed by the Board.

* Includes a sum of 3s. as a tool allowance.

No. 20.—12915/54.—PRICE 6D.

APPRENTICESHIP.

(Other than for apprentices covered by the Apprenticeship Commission.)

3. (*a*) An employer shall not employ any minor in watch or clockmaking and/or repairing unless under a contract of apprenticeship, provided that any person who, on the 1st August, 1947, was employed as an improver may continue to be so employed and paid at the rate prescribed in clause 2 for an improver of like experience.

As from the 1st August, 1947, no person may be bound as an apprentice to the trade except with the permission of the Chairman of the Wages Board.

Proportion.

(*b*) One apprentice to every two or fraction of two workers, other than apprentices, receiving not less than the minimum wage for a tradesman as fixed from time to time, provided that an employer may, on application to and with the consent of the Wages Board, after satisfying such Board that he has the plant, equipment, and staff necessary for the proper tuition of each apprentice, take apprentices in excess of the proportion herein prescribed.

Contract of Apprenticeship.

(*c*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;

(ii) the date of birth of the apprentice;

(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;

(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;

(v) the date at which the apprenticeship is to commence or from which it is to be calculated;

(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(*d*) Subject to the approval of the Secretary for Labour and Industry, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if, in the opinion of the Secretary for Labour and Industry, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Adult Apprentices.

(*e*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-first birthday may, by consent of the Secretary for Labour and Industry, serve as an apprentice until he completes his indenture.

Annual Leave, Sick Leave &c.

(*f*) The conditions as to hours of work, holidays, annual leave, and sick leave herein prescribed for adult employees shall apply to apprentices.

Lost Time.

(*g*) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(*h*) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Probationary Period.

(*i*) Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first six months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

Tools.

(*j*) The employer shall supply all necessary tools in the first year of apprenticeship, and the apprentice shall supply all tools excepting a lathe in the second and succeeding years, provided that the apprentice shall supply his own lathe by the beginning of the fifth year.

HOURS OF WORK

4. The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7.30 a.m. and 6 p.m. on Monday to Friday inclusive, and 8 a.m. and 1 p.m. on Saturday.

Provided that the spread of hours or daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and his employees.

OVERTIME.

5. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or an improver the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

In computing overtime each day's work shall stand alone.

(*b*) An employee required to work overtime in excess of one hour after the usual time of ceasing work and who was not notified on the previous day of the intention to work such overtime shall be paid 2s. 6d. as tea money in addition to overtime rates for work done.

HOLIDAYS.

6. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively. Should the 25th December, in any year occur on a Sunday the following Monday and Tuesday shall, for the purposes of this Determination, be deemed to be Christmas Day and Boxing Day respectively. Likewise should the 1st January in any year occur on a Sunday the following Monday shall be deemed to be New Year's Day.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) An employee engaged on piece-work shall be paid for such holidays at the appropriate time rate of pay.

SPECIAL RATES.

7. Double time shall be paid for all work done on Sundays and any of the holidays prescribed in clause 6 hereof.

PAYMENT OF WAGES.

8. (a) Wages shall be paid weekly or fortnightly.

(b) Upon termination of the employment wages due to an employee shall be paid to him on the day of such termination or forwarded to him by post on the next working day.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

9. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall lose his pay for the actual time of such non-attendance.

Casual Employment.

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs, plus ten per cent, together with any payment to which he is entitled pursuant to the provisions of the Act referred to in clause 10 hereof.

ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act* 1953, and any amendments which may be made thereto from time to time.

SICK LEAVE.

11. (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—3⅓ 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 1st July, 1948, shall be disregarded.

Provided further that 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.

RIGHT OF ENTRY OF UNION OFFICIAL.

12. A duly accredited representative of the Jewellers, Watchmakers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes 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 he interviews employees only at the place where they are taking their meal.

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

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

(e) 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 right of entry.

WORK GIVEN OUT.

13. Any person or body of persons covered by this Determination who issues, gives out, or authorizes or permits to be issued or given out any watches and/or clocks whatsoever for the purpose of being cleaned or repaired by any process subject to the jurisdiction of this Board shall, notwithstanding the fact that the person to whom the work is issued or given out supplies additional material, keep a record book which shall contain a correct description of such work and the price paid for same. A similar record shall be kept by the person to whom such work is issued or given out.

An employee who supplies additional material used in the replacement and repair of watches and/or clocks, shall be re-imbursed for the cost of same.

An employee who repairs watches or clocks outside the employer's recognised workshop or establishment, shall keep a book recording the description and type of watch or clock itemising the nature of repairs and the piecework prices paid for same. The said book shall be signed by the recipient on each occasion.

The records herein prescribed shall be available for inspection by an official of the Department of Labour and Industry on demand.

PIECEWORK.

14. (*a*) The lowest piecework prices payable for the following kinds of work shall be :—

	s. d.
Overhaul and Regulate—	
10½ Ligne and over	13 0
9¾ Ligne and under	14 6
Sweep centre second all sizes	15 0
Shock proof watches all sizes	15 0
Stop watches 1/5, 1/10, 1/100 all sizes	15 6
Calander watches date-o-graph interval timers	as per quote
Automatic watches all sizes	as per quote
Chronographs	as per quote
Chronographs with split second	as per quote
19 Jewel watches and above all sizes	16 6
Complicated watches	as per quote

	Without Overhaul. s. d.	With Overhaul. s. d.
Staff (Fitting only)—		
10½ Ligne and over	12 6	7 6
9¾ Ligne and under	14 0	8 0
Shock proof watches all sizes	14 6	9 6
Calander watches, date-o-graph, interval timers	as per quote	
Automatic watches all sizes	as per quote	
Lever Pallet (push and screw all sizes)	14 6	8 6
Stem and button (Fitting only)—		
10½ Ligne and over	9 0	5 0
9¾ Ligne and under	10 0	6 0
Calander watches, date-o-graph, interval timers	as per quote	
Automatic watches all sizes	as per quote	
Two piece snap in type (male and female)	16 6	10 0
Button only	1 6	1 6
Mainspring (Fitting only)—		
10½ Ligne and over	8 6	3 6
9¾ Ligne and under	9 0	4 6
Calander watches, date-o-graph, interval timers	as per quote	
Automatic watches all sizes	as per quote	
Chronographs	as per quote	
Jewels (Fitting only)—		
Pallet stone	7 6	5 0
Impulse pin	6 6	4 0
Balance jewel or endstone	5 6	2 0
Wheel jewel (friction or setting)	5 6	3 6
Wheels (Fitting only)—		
Crown or castle (all sizes)	5 0	3 0
Hour or minute (all sizes)	5 0	3 0
Train wheel (all sizes)	5 0	3 0
Intermediate wheel (all sizes)	5 0	3 0
Clicks and keyless springs (Fitting only)		
Clicks all sizes	4 0	3 0
Click springs all sizes	4 0	3 0
Return bar spring all sizes	4 0	3 0
Shipper spring all sizes	4 0	3 0
Pinions (Fitting only)—		
Centre wheel—solid type (all sizes)	5 0	3 6
Centre wheel—hollow type (all sizes)	5 0	3 6
3rd, 4th escape wheel (all sizes)	5 0	3 6
Cannon pinion (all sizes)	5 0	3 0
Repivoting per pivot (all sizes)	as per quote	
Watch hole closing (all sizes per bearing)	..	0 6
Watch hole bushing (all sizes per bouchon)	..	3 0
Hairsprings (Fitting only)—		
Flat all sizes	7 6	5 0
Brequet all sizes	12 6	7 6
Recoiling—10s. per hour all sizes or as per arrangements	as per quote	
Pins (Fitting only)—		
Index—Brequet or flat all sizes	..	2 6
Regulator boot all sizes	..	4 6
Screws (Fitting only)—		
Bolt	4 6	3 0
Shoulder	..	1 0
Case	..	1 0
Jewel, plate, dial	..	1 0
Transmission (arbor screw)	..	1 0
Hands (Fitting only)—		
Plain each all sizes	0 9	0 9
Luminous each all sizes	1 0	1 0
Sweep centre second all sizes	1 6	1 6
Second all sizes	1 0	1 0
Repaint luminous per hand all sizes	0 9	0 9

Winding Mechanisms—
Bolt piece 10s. per hour or as per arrangement
Cover piece 10s. per hour or as per arrangement
Return bar 10s. per hour or as per arrangement
Sleeve (Inverted or screw) as per arrangement

An employee shall be paid ten per cent. over and above the piecework prices for all work done outside the employer's recognised workshop or establishment.

(*b*) From the piecework prices prescribed in sub-clause (*a*) hereof shall be subtracted the sum of 4s. where a week of 40 hours has been worked, and a proportionate sum shall be subtracted where less than a week of 40 hours has been worked. This amount represents the sum by which the Basic Wage has been varied since the said piecework prices were determined.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for adults set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Lobour and Industry Act* 1953, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 16.

The piecework prices prescribed in clause 14 are based upon a basic wage of £11 18s. per week. The earnings of pieceworkers shall be adjusted at the same time as adjustments are made to wages rates by adding to or subtracting from the sum prescribed in clause 14 (*b*) the amount of the variation in the basic wage.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(*b*) Until the beginning of the first pay period to commence in February, 1955, the amount of the basic wage shall be as prescribed in clause 15.

(*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 of apprentices and 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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 8th December, 1954.

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No. 21] **FRIDAY, JANUARY 28.** **[1955**

Labour and Industry Act 1953.

DETERMINATION OF THE FROZEN GOODS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act*, 1953 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, business or occupation of freezing or refrigerating goods of any kind for the purpose of trade or sale, including the packing or grading of such goods but not including—

(*a*) persons engaged in packing or grading eggs;

(*b*) persons engaged in packing ice-cream;

(*c*) persons engaged in the slaughtering and boning departments of meat works or abattoirs in the preparation and packing of meats, offals, and by-products in a fresh condition;

(*d*) persons subject to the jurisdiction of the Fruit Packing Board and of the Ice Board;

has made the following Determination, namely :—

1. That on the 22nd November, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Improvers and Juvenile Workers.			Other Employees.		
—	Per Week.	Per Hour.	—	Per Week.	Per Hour.
	£ s. d.	s. d.		£ s. d.	s. d.
16 years of age and under 17	6 17 2	3 $5^{3}/_{20}$	Chamber hands	16 17 6	8 $5\frac{1}{4}$
17 ,, ,, ,, 18	7 12 9	3 $9^{33}/_{40}$			
18 ,, ,, ,, 19	9 1 8	4 $6\frac{1}{2}$			
19 ,, ,, ,, 20	10 12 8	5 $3\frac{1}{4}$			
20 ,, ,, ,, 21	12 17 3	6 $5^{7}/_{40}$	All others	16 4 10	8 $1^{9}/_{20}$

For definition of juvenile workers, see clause 11.

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others".

Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.

NOTE.—The Wages Board has determined that no person should be taken as an apprentice to the trade.

No. 21.—12927/54.—PRICE 6D.

ORDINARY WEEK'S WORK.

3. The number of hours which shall constitute a week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

4. The times of beginning and ending work each day shall be as follows :—

—	Time of Beginning.	Time of Ending.
(a) Meat Export Works.		
Hanging ground and grading room hands—		
Monday to Friday	7.45 a.m.	5.15 p.m.
Chamber hands—		
Monday to Friday	8 a.m.	5 p.m.
(b) Cool Stores Works.		
All employees—		
Monday to Friday	8 a.m.	5 p.m.

OVERTIME.

5. The following rates, subject to the conditions stated in clause 7, shall be paid for all work done :—

(a) Outside the times of beginning and ending work as provided in clause 4.

(i) On Saturdays.—Time and a half fixed on the ordinary rates before 12 noon and double time on ordinary rates after 12 noon. Provided that an employee shall be paid double time for such Saturday morning work as shall be in excess of 40 hours worked since the previous Monday, exclusive of any overtime worked by him on Monday to Friday inclusive and inclusive of time lost through annual leave, public holidays as prescribed in clause 8 (a) and paid sick leave.

(ii) On other week days.—Time and a half.

(b) Within the hours fixed as the time of beginning and ending work in excess of eight hours on any one day—Time and a half.

(c) In excess of 8 hours on Saturdays—treble ordinary rates.

The overtime rates payable for work done on Sundays and holidays are provided for in clause 8.

LIMITATION OF HOURS OF WORK.

6. (i) No employee shall be required to work more than 16 hours in any one day.

(ii) No employee shall be required to work more than 12 hours' overtime in any one week provided that this limitation of overtime shall not apply to loading out for shipment.

MINIMUM OF OVERTIME.

7. (a) If an employee is required to work more than one hour and a half on any day after the time of ending work as provided in clause 4 or if having ceased work for the day for not less than one hour, and is required to work, he shall receive a minimum of two hours' pay at overtime rates.

(b) Notwithstanding the provisions of sub-clause (b) of clause 16, an employee called to work on a Saturday shall receive a minimum of 4 hours' work or pay at the appropriate rates.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

8. (a) Double time fixed on the ordinary rates shall be paid for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

An employee required to work on a Sunday or a holiday shall receive a minimum of four (4) hours' work or shall be paid for such four hours at double rates, and if required to work beyond such four hours the employer shall continue to employ such employee up to eight hours at any task, provided that such excess time shall not be taken into account for the purposes of sub-clause (ii) of Clause 6. If an employee is required to work in excess of eight hours on a Sunday or a holiday, he shall be paid treble ordinary rates for such excess work.

(b) Any person (other than a temporary worker or a person engaged on a day following the holiday) if not required to work on any day mentioned in clause 8 (a) as a holiday shall receive a day's pay (based on his ordinary rates) for such day provided that he is required to work for any portion of the working week in which such holiday occurs, provided that the provisions of this sub-clause shall not apply to Anzac Day when such day occurs on a non-working day. Any person who is required to work on a holiday for a period of less than eight hours shall receive double ordinary rate for the time so worked in addition to the ordinary rate for the balance of eight hours.

ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act* 1953, and any amendments which may be made thereto from time to time.

SICK LEAVE.

10. (a) Any employee who 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—4 hours' ordinary pay for each complete month of service ;

(ii) During any subsequent year of service—48 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 be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded, provided that any accumulated sick leave, not exceeding 144 hours of working time, standing to the credit of the employee on the 1st June, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

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.

DEFINITIONS.

11. (a) A juvenile worker shall mean a person under 21 years of age (other than an improver) engaged in stamp marking carcasses, stamping, stringing and putting on tickets, handling or packing offals or by-products, scraping, nailing up, re-wiring, and branding packages, but not stacking cases of butter or eggs, sweeping up and acting as an assistant to a Government Inspector.

(b) No improver or juvenile worker shall lift any article of a weight in excess of 50 pounds.

(c) A temporary worker shall mean any person (including a juvenile worker) other than a hanging ground or grading room employee who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

GENERAL CONDITIONS.

MEAL HOURS.

12. (a) All work done during a meal hour shall be paid for at the rate of double time, fixed on the wage for the day on which such meal hour is worked.

(b) *Meat Export Works.*—Breakfast. A period of one hour between the hours of 6 a.m. and 9 a.m. shall be allowed for breakfast. Dinner—One hour between 12 noon and 1.30 p.m. shall be observed as a dinner hour. Tea—when work is to be continued for more than one and a quarter hours after the time fixed for ending work in clause 4 (a) one hour between 5 p.m. and 6.30 p.m. shall be observed as a tea hour, and if such overtime is to finish not later than midnight, work shall then proceed uninterruptedly (except for a smoke-oh as provided in clause 13). If however, work is to continue after midnight, one hour (before midnight) shall be observed as a meal hour, and thereafter, one meal hour after each four hours' work.

(c) *Cool Store Works.*—Not more than five hours shall be worked by employees in cool stores working between 7 a.m. and 6 p.m. without an interval of one hour for a meal. If work is to continue after 7 p.m., the hour from 5 p.m. to 6 p.m. shall be observed as a meal hour. If, however, work is to continue after midnight one hour (before midnight) shall be observed as a meal hour, and thereafter, one meal hour after each four hours' work.

SMOKE-OH.

13. Fifteen minutes interval without loss of pay shall be allowed for smoke-oh between ordinary starting time in the morning and 12 noon, and fifteen minutes between 1 p.m. and 6 p.m., provided that no employee shall be required to work for more than 2½ hours without a smoke-oh.

Provided also that employees who commence work before 7 a.m. and have no breakfast hour shall be allowed an interval of fifteen minutes without loss of pay at the end of each two hours' work until dinner hour. If men are required to work after 6 p.m. an interval of fifteen minutes without loss of pay after every two hours' work shall be allowed.

Notwithstanding anything provided elsewhere in this clause when five hours are worked between meal times, the smoke-oh shall consist of twenty minutes.

CHANGING TIME.

14. Chamber hands shall be allowed five minutes, changing time at the end of the day's work, such time to be counted as time worked.

WAITING TIME.

15. When an employee has been instructed to report at a certain hour and is kept waiting before he commences work such waiting time shall be paid for at ordinary rates provided for the class of work to be done.

MINIMUM HOURS OF WORK.

16 (a). Any employee required to work on any day within the hours set out in clause 4 (a) or (b) shall be given a minimum of 8 hours work (except Sundays or holidays) or shall be paid for same.

(b) Except as provided in clause 15 herein an employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

LEAKAGE OF AMMONIA.

17. No employee shall be required to work in a chamber where a leakage of ammonia is occurring.

CONTINUATION OF WORK BETWEEN MIDNIGHT AND TIME OF COMMENCING WORK AS SET OUT IN CLAUSE 4.

18. When an employee works for more than 2 hours between midnight and the ordinary time of commencing work, and continues to work during the day, the special rate provided in clause 5 (a) for work done outside the hours fixed for a day's work, shall continue to be paid for all work done until the employee has had a clear break from work of 12 hours.

CONTINUITY OF WORK.

19. The work of each employee on each day shall be continuous with the customary break for a meal.

COLD TEMPERATURES.

20. Employees called upon to work in a temperature less than four degrees Fahr. down to two degrees below zero Fahr. shall be paid 1/- per hour or part thereof extra: provided that when an employee has qualified for payment of 4/- and is called upon to work again under similar conditions he shall be paid 8/- for the day. For the purpose of this clause one hour shall be deemed to be 60 minutes calculated from the time of first entering the chamber. An employee who becomes overheated working outside a cool chamber shall be allowed time to cool down before entering the chamber. This provision shall be reasonably construed. In the event of any question as to the temperature of any chamber, reasonable access to the temperature readings shall be given to a representative of employees.

EMPLOYEES WORKING IN A FREEZING CHAMBER.

21. (a) No employee shall work in a freezing chamber, the temperature of which does not exceed 40 degrees Fahr. unless he is paid according to the rates provided for chamber hands in clause 2 hereof.

(b) Any employee who is required to work in a freezing chamber for a period exceeding in the aggregate one hour in any one day shall be paid for the whole of such day at the rate set out for chamber hands in clause 2 hereof.

MEAL ALLOWANCE.

22. (a) An employee required to work overtime for more than one and a quarter hours in Meat Export Works after the time of ending work in clause 4, shall be paid 5s. tea money provided that if intimation of overtime is not given 24 hours prior to being worked the tea money shall be paid prior to the tea interval. If having been notified of intention to work he shall receive in the event of the work not being done or ceasing before respective meal times, 5s. for each meal.

(*b*) An employee required to work in Cool Stores for more than nine hours from the time of commencing work shall be paid 5s. tea money provided that if intimation of overtime is not given 24 hours prior to being worked the tea money shall be paid prior to the tea interval. If having been notified of intention to work he shall receive, in the event of the work not being done or ceasing before respective meal times, 5s. for each meal.

PROTECTIVE CLOTHING.

23. The employer shall supply daily free of charge to each employee engaged in the handling of naked meat and offal, a clean pair of overalls which shall remain the property of the employer and of which the employee shall take all reasonable care. Such overalls shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them the employer may recover from the employee concerned the cost of replacing such overalls so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

TERMINATION OF EMPLOYMENT.

24. Employees may be paid off at any time without notice.

PROVISION OF OUTFIT.

25. The following articles shall be provided at each place where work under this Determination is done:—

(*a*) An ammonia outfit which shall be kept adjacent to the chambers.

(*b*) An alarm outfit in each chamber, such outfit to be connected with the engine-room.

(*c*) Waterproof capes and caps for use of employees engaged in de-frosting.

(*d*) Bagging for moccasins and suitable hand covering for use of chamber hands.

(*e*) Smocks or coats for persons pushing, carrying, or lifting hot meat or de-frosted meat, fresh or de-frosted rabbits, poultry, fish or cheese.

PERIODICAL ADJUSTMENT OF WAGES.

26. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of Section 33 of the *Labour and Industry Act* 1953, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 27. Provided that the wages of improvers and juvenile workers shall be adjusted proportionately to adjustments of the basic wage.

BASIC WAGE.

Place.	Basic Wage (adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(*b*) Until the beginning of the first pay period to commence in February, 1955, the amount of the basic wage shall be as prescribed in clause 26.

(*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.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 3rd December, 1954.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 22] FRIDAY, JANUARY 28. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE SAUSAGE CASINGS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act* 1953, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of preparing or cleaning casings for sausages or similar products" has made the following Determination, namely:—

1. That, on the 14th December, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Juvenile Workers.

—	Per Week of 40 Hours.			
	Female Juveniles Employed at Selecting.		All Other Juvenile Workers.	
	Percentage of Female Basic Wage.	s. d.	Percentage of Basic Wage.	s. d.
16 years of age or under	81	142 0	60	140 6
17 years of age	100 + 3s. 6d.	179 0	76	178 0
18 years of age	100 + 29s. 6d.	205 0	94	220 0
19 years of age	100 + 51s.	226 6	100 + 15s. 6d.	249 6
20 years of age		Adult female rate	100 + 53s.	287 0

—	Per Week of 40 Hours. Weekly Wage.
Other Employees.	s. d.
Females employed at selecting	258 6
Other persons employed at casing factories	324 0

—	Wages per Day. Monday to Friday, Inclusive. Daily Wage.
	s. d.
Pullers-off and stripper	64 9½

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person under the age of 21 years shall be employed except as a "juvenile worker" as defined by clause 4.

DEFINITION.

4. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Dry gut work, turning middles and bungs, blowing and tying weasands and bladders, measuring, selecting, salting, working behind scraping machines, splitting beef and threading runners.

5. TIMES OF BEGINNING AND ENDING WORK:—

	Time of Beginning.	Time of Ending. Not later than
Men Receiving and Tanking—		
From Monday to Friday inclusive	8.30 a.m.	5.30 p.m.
Persons employed as pullers-off and strippers—		
From Monday to Friday inclusive	7.45 a.m.	4.45 p.m.
All other employees—		
From Monday to Friday inclusive	7.30 a.m.	4.30 p.m.

Provided that the times of beginning work for "All other employees" may be varied by mutual agreement between the employer and the employee.

MEAL TIME.

6. (a) Persons employed as pullers-off and strippers shall be allowed a meal period of not less than one hour between 12 noon and 1.15 p.m.

(b) All other employees shall be allowed a meal period of not less than 45 minutes between 12 noon and 1 p.m.

(c) The meal periods provided for in sub-clauses (a) and (b) hereof shall not be calculated as time worked.

OVERTIME.

7. All time worked on Saturday or outside the times of beginning and ending work each day or within such times in excess of 8 hours per day shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

SPECIAL RATES.

8. Double time shall be paid for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day, Butchers' Picnic Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

9. (a) All employees shall be entitled to the holidays hereinafter mentioned without any deduction from the weekly or daily rate of pay (as the case may be), provided that any such employee has been employed during any portion of the working week, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day, Butchers' Picnic Day, but if any other day be substituted by Act of Parliament or Proclamation for any of the stated holidays the condition shall apply to the days so substituted.

(b) An employee to become entitled to payment for the holidays prescribed in sub-clause (a) hereof must have been in the employ of his present employer within one month immediately preceding such holiday.

TERMS OF ENGAGEMENT.

10. Employment shall be by the week and any employee (other than pullers-off and strippers) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination; provided that such employee not attending for duty shall, except as provided by clause 12 of this Determination, lose his pay for the actual time of such non-attendance.

ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act* 1953, and any amendments which may be made thereto from time to time.

SICK LEAVE.

12. (a) Any employee who, having had at least one month's 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 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st November, 1952, shall be disregarded provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st November, 1954, shall not be reduced by virtue of the provisions of this sub-clause.

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.

TEA MONEY.

13. Employees required to work overtime for more than one and half hours after the usual time of finishing work on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of three shillings and sixpence in addition to any overtime payment to which they may be entitled.

FIRST-AID KIT.

14. A first-aid kit shall be available at all times and be under the care of a responsible person who shall attend to all cases requiring attention.

APRONS AND LEGGINGS.

15. Aprons and rubber boots or clogs, which shall remain the property of the employer, shall be provided free of charge by the employer to employees employed in cleaning sheds and abattoirs.

TERMINATION OF EMPLOYMENT.

16. Except in the case of pullers-off and strippers one week's notice of termination of employment shall be given by either employer or employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act* 1953, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 18.

Provided that adjustments to the rates for adult daily paid employees shall be made at the same time as follows:—

The wages per day payable to adult daily paid employees shall be increased or decreased by an amount of 2¾d. for every 1s. increase or decrease respectively in the basic wage.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(*b*) Until the beginning of the first pay period to commence in February, 1955, the amount of the basic wage shall be as prescribed in clause 17.

(*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 juvenile workers 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 29th November, 1954.

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