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*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, 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 November, 1955.

Dated at Melbourne, this  
10th day of February, 1956.

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

### SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 32 and 33 of the Determination published in *Government Gazette* No. 712 of the 14th October, 1955, as amended 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, 7s. 8-195d. per 100 sheep or lambs slaughtered	}	Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 80s. 11-185d. per 100 sheep or lambs slaughtered		

To learners—

For the first 21 days of employment—

70s. 5-986d. per day.

Thereafter until considered competent by the employer—

77s. 4-523d. 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 88s. 7-38d. 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 7s. 8-195 d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 80s. 11-185d. 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 pointmen, 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.

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 purposes 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 88s. 7-38d. 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.—Slaughterman 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, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty 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 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 25s. 9-6d. plus sick leave loading of 5-088d. in accordance with clause 40. 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. 10-65d. per head of cattle slaughtered up to and including 14 and 10s. 1-146d. for the 15th and 16th head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

An additional amount of 4s. per day or part thereof shall be paid to beef slaughtermen employed to hand saw down or hand chop down full carcasses into sides.

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.

Vealers (skin on) treated in the beef house shall be paid for at two-thirds of cattle rate.

(b) Duties of Slaughtermen—

Solo or gang system.

Men employed grounding, backing off, skinning tail.

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.

Men employed spining, wiping hindquarters, washing shin bone, scrubbing ribs and brisket, wiping forequarters.

## (c) Organization—

(i) Solo System.

(ii) Gang System.—An employer may permit any number of men, 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.

(d) An employee shall kill and treat 16 head of cattle per day if required by the employer.

**NOTE.**—Provided that if slaughtermen treat all stock up to and including 14 per man per day required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 25s. 9·6d. plus sick leave loading of 5·088d. in accordance with clause 40. If all stock require to be treated up to and including 14 per man per day 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 .. .. .	9·796d. per head.
Calves 61 lb. to 90 lb. skin on .. .. .	1s 2·694d. per head.
Calves 91 lb. to 120 lb. skin on .. .. .	1s. 7·592d. per head.
Calves 121 lb. to 200 lb. skin on .. .. .	2s. 5·380d. per head.

## Skin off—

Calves under 60 lb. skin off .. .. .	1s. 1·798d. per head.
Calves 61 lb. to 90 lb. skin off .. .. .	1s. 10·076d. per head.
Calves 91 lb. to 120 lb. skin off .. .. .	2s. 6·906d. per head.
Calves 121 lb. to 200 lb. skin off .. .. .	3s. 3·737d. 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 skimmers engaged skinning cold calves—

76s. 4·6d. per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—14·101d. 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 121 lb. to 200 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 skimmers skinning cold calves), shall be increased by the sum of 25s. 9·6d. plus sick leave loading of 5·088d. in accordance with clause 40. 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—

## Machines dehaired—

Up to 100 lb. .. .. .	1s. 2·539d. per head.
101 lb. to 200 lb. .. .. .	1s. 7·23d. per head.
200 lb. to 300 lb. .. .. .	2s. 7·679d. per head.
Over 300 lb. .. .. .	5s. 2·31d. per head.

## Hand scudded—

Up to 100 lb. .. .. .	2s. 5·178d. per head.
101 lb. to 200 lb. .. .. .	3s. 2·46d. per head.
200 lb. to 300 lb. .. .. .	5s. 3·358d. per head.
Over 300 lb. .. .. .	10s. 4·62d. per head.

If pigs put through singeing machine 6½d. 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, hand 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 25s. 9·6d. plus sick leave loading of 5·088d. in accordance with clause 40. 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—220 lb. 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 equal 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 70 lb. and under shall equal two quarters of beef.

Three crops 71 lb. to 105 lb. shall equal 2½ quarters of beef.

One crop over 105 lb. shall equal one quarter 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—*

Bulls shall be paid for at double rates whenever done, provided that one forequarter or horse's head over three ribs, 132 lb. to 200 lb. shall be paid for at two and a half times ordinary rate and one forequarter or horse's head over three ribs of more than 200 lb. shall be paid for at treble rates.

*Sheep—*

One carcass under 64 lb. shall equal one carcass.

One carcass over 64 lb. shall equal one and half carcasses.

Three flying foxes shall equal two carcasses.

Four trunks shall equal three carcasses.

Four pairs of legs shall equal one carcass.

Three pairs of loins shall equal one carcass.

Two pairs of hindquarters shall equal one carcass.

Two pairs of forequarters shall equal one carcass.

One trunk with chump or portion of chump attached shall equal one carcass.

Provided that one trunk over 44 lb. shall equal one and a half trunks.

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.

Three flying foxes of veal shall equal two carcasses.

Four trunks of veal shall equal three carcasses.

Four pairs of legs of veal shall equal one carcass.

Three pairs of loins of veal shall equal one carcass.

Two pairs of hindquarters of veal shall equal one carcass.

Two pairs of forequarters shall equal one carcass.

Provided that one trunk over 44 lb. shall equal one and a half trunks.

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—2s 0·116d. per quarter.

Mutton—1s. 4·077d. per carcass.

Veal—1s. 4·077d. per carcass.

Pork—4s. 0·233d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.

3s. 0·804d. 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 rates 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.

Pork for canning—3800 lb.

Pork, other than for canning—7600 lb.

For the purposes 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. 3·518d. per quarter.

(ii) Mutton 7·759d. per carcass.

(iii) Veal 3·811d. per carcass.

(iv) Pork—to be treated at hourly rates or at the following piecework rates—2286d. per lb. for pork for canning, 1143d. per lb. for pork other than pork for canning.

(c) Bull Beef shall be paid for at 50% above ordinary rates.  
 Slicers and Trimmers on piecework shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

WAGES.

Apprentices.

(Slaughtering.)

8. (a) Only a person who has at least 8 months' experience in the trade and is between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures is eligible for binding as an apprentice.

(b) The wages of apprentices shall be—

	Per Week.
	£ s. d.
First year . . . . .	10 10 0
Second year .. . . .	13 15 6
Third year .. . . .	15 15 6

Proportion (by any employer)—One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

(c) On completion of his term of apprenticeship an employee shall be entitled irrespective of his age to be paid not less than the appropriate wage for adult employees for the class of work done.

(d) Tallies—daily.

Sheep and/or lambs—

First year—

First four months—slaughtermen drop 15	..	..	..	..	} To work with slaughtermen
Second four months—slaughtermen no drop	..	..	..	..	
Third four months—apprentice to do 10	..	..	..	..	

Second year—

First six months—apprentice to do 20	..	..	..	..	} Must be on own hook.
Second six months—apprentice to do 30	..	..	..	..	
Third year—					
First six months—apprentice to do 42	..	..	..	..	} Must be on own hook.
Second six months—apprentice to do 57	..	..	..	..	

Beef—

First year—no tally.

Second year—

First six months—apprentice to do 3.	
Second six months—apprentice to do 5.	

Third year—

First six months—apprentice to do 7.	
Second six months—apprentice to do 9.	

IMPROVERS.

(Solo System only.)

	Weekly Wage.
	£ s. d.
1st year's experience .. . . .	10 10 0
2nd year's experience .. . . .	13 6 0
3rd year's experience .. . . .	14 3 3
4th year's experience .. . . .	15 15 6
5th year's experience .. . . .	Minimum wage

In return to the employer for the wages set out above an 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).

One improver to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.	
	Wages per Day.		Wages per Day.
	s. d.		s. d.
16 years and under		Boners (Beef and Mutton) .. . . .	76 4-432
17 years ..	32 3-238	Head and Feet Boners—	
17 years and under		(i) Sheep and Lambs—skinning, checking, splitting heads and removing brains	
18 years ..	36 4-488	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs ..	67 3-988
18 years and under		Slicers and Trimmers .. . . .	72 5-011
19 years ..	39 5-738	Sheep Skin classers .. . . .	69 11-588
19 years and under		Labourers trimming, cleaning, scalding, and picking tripe ..	67 3-988
20 years ..	52 8-638	Skin shed labourers .. . . .	66 11-588
20 years and under		Other Labourers .. . . .	66 11-588
21 years ..	57 10-638		

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 human 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.**

**ADULT WORKERS.**

32. Men picking up stock at Newmarket Sale Yards—67s 6.788d. per day.

Men droving stock from Newmarket Sale Yards to :—

	Per trip.	
Imperial Freezing Works, Lynch-street, Footscray .. .. .	42½ per cent.	} of the rate prescribed for men picking up stock at Newmarket Sale Yards.
The abattoirs .. .. .	35 per cent.	
Western Murray, Geelong-road, Brooklyn .. .. .	105 per cent.	
Thos. Borthwick and Sons (A'sia) Ltd., Brooklyn .. .. .	105 per cent.	
F. Watkins Pty. Ltd., Brooklyn .. .. .	105 per cent.	
Norman Smorgan and Sons Pty. Ltd., Brooklyn .. .. .	105 per cent.	
Sims Cooper Freezing Works, Newport .. .. .	105 per cent.	

An additional 7½ per cent. of the rates prescribed for men picking up stock at the Newmarket Sale Yards to be added to the appropriate rates for men droving stock from Newmarket Rail Siding.

Men on trips to the country for the purposes of lifting stock and delivering same to Freezing Works—99s. 4.408d. per period of 24 hours or part thereof, including Saturdays and Sundays.

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

68s. 6.238d. per day.

All others—

66s. 11.588d. per day.

33. **JUVENILE WORKERS.**

								Wage per Day.	
								s.	d.
16 years of age and under 17 years of age	..	..	..	..	..	..	..	32	3.238
17 years of age and under 18 years of age	..	..	..	..	..	..	..	36	4.488
18 years of age and under 19 years of age	..	..	..	..	..	..	..	39	5.738
19 years of age and under 20 years of age	..	..	..	..	..	..	..	52	8.638
20 years of age and under 21 years of age	..	..	..	..	..	..	..	57	10.638

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 as amended shall remain in force.