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[1956

Labour and Industry Acts.

DETERMINATION OF THE SLAUGHTERING FOR EXPORT BOARD.

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

[N accordance with the provisions of the *Labour and Industry Acts*, the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or classes of persons (other than persons subject to the provisions of any Wages Board heretofore appointed) employed in the meat export trade as—

- (a) slaughterers or dressers of sheep, lambs, cattle, pigs, or calves;
- (b) boners, trimmers, or labourers;
- (c) drovers, stockmen, or penners-up;
- (d) skin store workers; "

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1956, the last previous Determination of this Board shall be revoked and replaced by this Determination.

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—

72s. 7-023d. per day.

Thereafter until considered competent by the employer—

70s. 5-56d. 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 89s. 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 pointsmen, wipers and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, 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 11d. per 100 sheep or lambs per employee.
- Employees engaged as washers 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. 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. 4½d. 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. 4½d. 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 3½d. 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. 9½d. 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 7½d. 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 3½d. 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 2d. per 100 sheep or lambs handled daily per employee.
- Employees engaged as trimmers on the chain or ring when removing plucks shall be paid at "Other Labourers" rate plus an additional daily rate of 3½d. 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 2d. 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) Dagg, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

- (i) Dagg 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 and/or lambs, woolly or shorn, over 64 lb. and under 90 lb. graded weight, shall be paid for at rate and a half.
- (v) Slaughtering of heavy sheep and/or lambs woolly or shorn, 90 lb. or over, graded weight, shall be paid for at double rates.
- (vi) 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 27s. 9-6d. plus sick leave loading of 6-125d. 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. 3-718d. 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, ouling brisket and aitch, lowering weasand, freeing heart fat, saving sweatbreads, 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 27s. 9-8d. plus sick leave loading of 8-125d. in accordance with clause 40. If all stock required 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. 5-389d. 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—

78s. 5-637d. per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—14-487d. 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 27s. 9-6d. plus sick leave loading of 8-125d. 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—

Machine dehaired—

Up to 100 lb.	1s. 1-859d. per head.
101 lb. to 200 lb.	1s. 6-33d. per head.
200 lb. to 300 lb.	2s. 6-197d. per head.
Over 300 lb.	4s. 10-65d. per head.

Hand scalded—

Up to 100 lb.	2s. 3-719d. per head.
101 lb. to 200 lb.	3s. 0-66d. per head.
200 lb. to 300 lb.	5s. 0-394d. per head.
Over 300 lb.	9s. 9-3d. per head.

If pigs put through singeing machine 6½d. per head shall be added to the above rates.

Double rates shall be paid for diseased pigs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(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 27s. 9-8d. plus sick leave loading of 8-125d. 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.

Three rumps and loins shall equal two quarters 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 $2\frac{1}{4}$ 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. and under 90 lb. shall equal one and half carcasses.

One carcass 90 lb. or over shall equal two carcasses.

Three flying foxes shall equal two carcasses.

Four trunks shall equal three carcasses.

Four pairs of legs shall equal one carcass.

Seven single 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.

Precision Boning—

Precision boning shall be paid for at prevailing rates plus 15 per cent.

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. 0·775d. per quarter.

Mutton—1s. 4·517d. per carcass.

Veal—1s. 4·517d. per carcass.

Pork—4s. 1·551d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.

3s. 1·81d. 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. 3.965d. per quarter.
- (ii) Mutton 7.9825d. per carcass.
- (iii) Veal 3.921d. per carcass.
- (iv) Pork—to be treated at hourly rates or at the following piecework rates—235d. per lb. for pork for canning, 1175d. per lb. for pork other than pork for canning.

(c) Bull Beef shall be paid for at 50% above ordinary rates.

(d) Canadian soup mutton shall be paid for at prevailing rates plus 15 per cent.

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 and Improvers.

(Solo 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 shall be—

	Per Week.
	£ s. d.
First year	10 18 6
Second year	14 5 6
Third year	16 5 6

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

One improver 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) Talties—daily.

Sheep and/or lambs—

First year—

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

Second year—

- First six months—apprentice to do 20
 - Second six months—apprentice to do 30
- } Must be on own hook.

Third year—

- First six months—apprentice to do 42
- 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.

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)	78 5.460
17 years ..	33 2.275	Head and Feet Boners—	
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains	
18 years ..	37 3.525	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	69 5.025
18 years and under		Slicers and Trimmers	74 6.048
19 years ..	40 4.775	Sheep Skin classers	72 0.625
19 years and under		Labourers trimming, cleaning, scalding, and picking tripe	69 5.025
20 years ..	54 5.675	Skin shed labourers	69 0.625
20 years and under		Other Labourers	69 0.625
21 years ..	59 7.675		

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.

TIMES OF BEGINNING AND ENDING WORK.

9. Skin Shed Labourers—

	Time of Beginning.	Time of Ending.
From Monday to Friday inclusive	7.30 a.m.	5 p.m.

Boners, slicers, and trimmers, boners' labourers and other labourers may, by mutual arrangement with the employer, commence not earlier than 7 a.m. and not later than 7.30 a.m.

HOURS.

10. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days (Monday to Friday inclusive), provided that employees if required shall work reasonable overtime on such days and on Saturdays for which overtime rates shall be paid and provided further that any employee who fails to work such overtime shall only be paid for the time actually worked.

OVERTIME.

11. All time worked in excess of eight hours on Monday to Friday inclusive and all time worked on Saturday shall be paid time and a half or rate and a half provided that employees required to work on Saturday shall be guaranteed a minimum of two and a half hours' work or pay for same at penalty rates.

DEFINITION.

12. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, working in the beef house for the purpose of learning the trade.

WAITING TIME.

13. (a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 8s. 6d. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within five minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 8s. 6d. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

STOPPAGES OF WORK.

14. (a) Except as provided in clause 13 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 (other than a breakdown of machinery) for which the employer cannot reasonably be held responsible.

(b) No stoppage shall take place by employees until the accredited representatives of the employees in the section concerned shall have notified the employer of the impending stoppage to enable the parties to confer prior to such stoppage.

(c) Before being entitled to withhold payment for any stoppage from any cause as mentioned in sub-clause (a) of this clause the employer shall notify the employee that payment will be so withheld from the time of such notification by the employer. In the event of the employer being unable to communicate this information to the employee owing to the absence of the latter from the task on which he was employed immediately preceding the stoppage, the employee shall be deemed to have received notice that such payment will be withheld.

MEAL TIME.

15. (a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

SMOKOS.

16. All employees shall be allowed fifteen minutes' smoko between 9 a.m. and 10 a.m., and fifteen minutes' smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

GRINDSTONES.

17. An employer shall provide grindstones in the portion of one grindstone to every twenty slaughtermen employed by him.

WATERPROOF CLOTHING.

18. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers, and to employees engaged cleaning, scalding, and picking tripe. Canvas aprons shall be provided to employees treating offal. Such boots and aprons shall remain the property of the employer.

PROTECTIVE FOOTWEAR.

Chain or Ring Slaughtering.

19. Rubber boots or other suitable protective footwear, which shall remain the property of the employer, shall be supplied by the employer to employees doing the following kind of work:—

Sheep or Lambs—Feeding the chain or ring; washing, wiping and trimming; removing caul fat and emptying gall bladder; sweeping up (chain or ring).

Cattle—Scrubbing heads; removing tongues and inserting identification discs; trucking away lights and lungs; operating on paunch belt; picking ruffic fat; trimming beef tripe.

Pigs—Sweeping up in hog slaughtering department.

Offal—Employee working in offal tunnel or offal pit.

Solo Slaughtering.

Sheep or Lambs—Labourers trimming and washing carcasses, trimming plucks, handling paunches and fats.

Cattle—Labourers handling tripe, paunches, runners and fats, washing and trimming feet, washing down beef carcasses, and employed on beef killing floor.

PROTECTIVE CLOTHING.

20. The employer shall supply daily free of charge to each employee engaged in slaughtering animals, the dressing of carcasses and the handling of meat and offal, a clean singlet and a pair of khaki trousers which shall both remain the property of the employer and of which the employee shall take all reasonable care. Such singlet and trousers shall be collected by the employer 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 or either of them, the employer may recover from the employee concerned the cost of replacing such singlet and trousers so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

SPECIAL RATES.

21. Slaughtermen shall be paid double rate and all other employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day, and 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.

22. (a) All employees shall be entitled to the nine holidays hereinafter mentioned, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, and that they have been in the employ of their present employer during the month immediately preceding such holiday. viz. :—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day (i.e. the third Wednesday in January of each year), but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(b) Slaughtermen shall be paid for the holidays mentioned in sub-clause (a) hereof at the average of their daily earnings for the week immediately preceding such holiday, and other employees shall be paid at the ordinary daily rates of pay.

(c) Double time shall be paid for work done by timeworkers between 7.30 a.m. and 5 p.m. on Sundays and the above-mentioned holidays. Timeworkers called upon to work on Sundays or holidays provided in sub-clause (a) of this clause shall be provided with four hours' work or shall be paid for four hours' work.

22. (a) Olympic Day, 22nd November, 1956. (Within such area as may be proclaimed by Order-in-Council) shall be deemed to be included in the list of holidays herein prescribed in clauses 21 and 22.

Provided that any employee who fails to attend for work on the working days before and/or after such holiday without reasonable excuse shall not be entitled to be paid for such holiday.

ANNUAL HOLIDAY AND SICK LEAVE.

23. (a) The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts, and any amendments which may be made thereto from time to time.

(b) For the purpose of this clause 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piecework rates of pay as the case may be.

WORK TO BE PERFORMED.

24. An employee shall perform such work as the employer or his representative shall from time to time require on the days and during the hours usually worked by the class of employee affected.

WEIGHTS.

25. All weights referred to shall mean the frozen weights of animals slaughtered.

SKINS.

26. Skins and hides shall be taken off free from cuts and tears.

TALLY BOARD.

27. Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

PAY DAY.

28. Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

When an employee has been dismissed for any reason whatsoever he shall be paid all monies due on the day such dismissal occurs, provided, that when an employee decides to terminate his employment of his own accord he shall notify his employer to that effect before 9 a.m. on the day of such intended termination in which case he shall be paid all monies due on that day. In the event of the employee failing to give such notification he shall be paid all monies due on the working day following such notification.

MEAL ALLOWANCE.

29. Employees required to work overtime for more than one hour on any day after 8 hours' work without having been notified on the preceding day that they would be required so to work shall be paid the amount of 5s. in addition to any overtime payment to which they may be entitled.

TOOLS OF TRADE.

30. (a) Knives which shall remain the property of the employer shall be supplied under the following conditions to labourers when necessary for the performance of their duties :—

- (i) They shall be returned to the employer on termination of the employment or at the end of the season.
- (ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

(b) The following tools of trade shall be supplied for use in the beef house—choppers, saws, long arms and pritchels. The maintenance of choppers shall be the responsibility of the employee.

RIGHT OF ENTRY.

31. A duly accredited representative of the Australian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions :—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative visits the premises at any one time.
- (d) That not more than one representative visits the same premises more than once in a week; and
- (e) That, if any employer alleges that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

BOARD OF REFERENCE.

31A. The Wages Board has determined that in accordance with Section 31 (1) of the *Labour and Industry Act 1953*, a Board of Reference shall be appointed to determine disputes of facts concerning any provision of its Determination. The Board of Reference shall consist of—

- (i) The Chairman of the Wages Board.
- (ii) Two representatives of employers, of whom one shall be a member of the Wages Board, and such representatives shall be appointed by a majority of the employers' representatives on the Wages Board, and
- (iii) Two representatives of employees, of whom one shall be a member of the Wages Board, and such representatives shall be appointed by a majority of the employees' representatives on the Wages Board.

SECTION B.
DROVERS, STOCKMEN, OR PENNERS-UP.

ADULT WORKERS.

32. Men picking up stock at Newmarket Sale Yards—69s 7·825d. per day.

Men droving stock from Newmarket Sale Yards to:—

	Per trip.	
Imperial Freezing Works, Lynch-street, Footscray	42½ per cent.	}
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	150 per cent.	

of the rate prescribed for men picking up stock at Newmarket Sale Yards.

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—101s. 5·445d. per period of 24 hours or part thereof, including Saturdays and Sundays.

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

70s. 7.275d. per day.

All others—

69s. 0.625d. per day.

33. **JUVENILE WORKERS.**

	Wage per Day.
	s. d.
16 years of age and under 17 years of age	33 2·275
17 years of age and under 18 years of age	37 3·525
18 years of age and under 19 years of age	40 4·775
19 years of age and under 20 years of age	54 5·875
20 years of age and under 21 years of age	69 7·875

PROPORTION :—One juvenile worker to every three or fraction of three adult workers.

TIME OF BEGINNING AND ENDING WORK.

34. Monday to Friday	Time of Beginning.	Time of Ending.
	6 a.m.	6 p.m.

OVERTIME.

- 35. (a) Outside the times of beginning and ending work
 - (b) Within the times of beginning and ending work in excess of 9 hours in any one day or 40 hours in any one week
 - (c) All work done on Saturday
- } Time and a half

EXPENSES.

36. The employer shall pay all out-of-pocket expenses reasonably and necessarily incurred by the employee whilst on trips to the country for the purpose of lifting stock.

ALLOWANCE FOR DOGS.

37. An amount of two shillings per day shall be paid by the employer to each drover, stockman, or penner-up towards the maintenance of the dog or dogs (irrespective of the number) used by each such drover, stockman, or penner-up in the course of his carrying out the job or service required by that employer.

ARTICLES TO BE SUPPLIED.

38. The following are to be supplied by the employer and are to remain his property and if not returned when required shall be paid for by the employee:—

- (a) Muzzles for dogs.
- (b) Raincoats to drovers on outside work, and
- (c) Hurricane lamps, when necessary, to drovers.
- (d) Waterproof boots to employees for wet conditions.

OTHER CONDITIONS OF EMPLOYMENT.

39. Other conditions of employment operating in Section A. of this Determination shall where applicable apply to employees in Section B.

SECTION C.

PERIODICAL ADJUSTMENT OF WAGES.

40. The wages rates set out in clauses 2 to 8 (inclusive), 32, and 33, are based upon the following basic wage rate, 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 from time to time in accordance with the variations in the said basic wage as follows:—

- (a) The daily earnings of pieceworkers (except learners and calf skinners skinning cold calves) in clauses 2 to 5 inclusive shall be increased or decreased by 2½d. for every 1s. increase or decrease in the basic wage.
- (b) For every 1s. increase or decrease in the basic wage an amount of .048d. shall be added to or subtracted from the daily earnings of pieceworkers for sick leave loading.
- (c) All other rates shall be increased or decreased in proportion to the increase or decrease in the basic wage plus or minus a sick leave loading of .048d. per day for each 1s.

Basic Wage.

Place.	Basic Wage (Adjustable).	[Index Number Set Assigned.
Throughout the State	£ s. d. 12 16 0	Melbourne.

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1956, the amount of the basic wage shall be as prescribed in clause 40.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February or a May, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "C" series retail 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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 19th March 1956.

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

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