



VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 759]

TUESDAY, AUGUST 21.

[1956.

Labour and Industry Acts.

DETERMINATION OF THE AGRICULTURAL AND PASTORAL WORKERS BOARD

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

In accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed for persons employed—

- (a) on farms in connexion with the sowing, raising, harvesting treating of grain, fodder or other farm produce; or
 (b) on properties in connexion with the breeding, rearing or grazing of horses, cattle, sheep or pigs; or
 (c) at clearing, fencing, well sinking, dam sinking or trenching on such farms or properties or on land which is being prepared for any of the above-mentioned purposes:

but not including persons subject to the jurisdiction of any Wages Board heretofore appointed—has made the following Determination, namely:—

1. This Determination shall come into force and be operative as from the 16th July, 1956.

WAGES PER WEEK.

2. (a) Adult Males:

Leading hand in charge of 3 or more employees	£	s.	d.
General farm or station hand	14	6	0
(b) Adult Females:	13	16	0

- The wages of adult females shall be 75 per cent. of the appropriate rate prescribed above for a male calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

- (c) Junior Employees:

Age.	Percentage of Basic Wage.	Wages.			
		Male.	Female.		
		£	s.	d.	
Under 16 years	45	5	15	0	
16 years	50	6	8	0	
17 years	60	7	13	6	
18 years	70	8	19	0	
19 years	80	10	5	0	
20 years	90	11	10	6	
			4	6	6
			4	16	0
			5	15	0
			6	14	6
			7	13	6
			8	13	0

The percentages prescribed above are in the case of males related to the male basic wage, and in the case of females to the female basic wage.

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DEDUCTION FOR KEEP.

3. (a) Where the employer provides an employee with board and lodging the standard thereof shall be reasonably adequate and the standard of accommodation provided shall be in accordance with the following, that is to say, there shall be a sufficiency of necessary furniture, bedding, blankets and bedroom and washing utensils and sufficient provision made for lighting, heating, bathing, ventilation and sanitation. The sleeping quarters provided shall contain not less than 480 cubic feet of air space for each person accommodated therein and not more than two persons shall be accommodated in any one sleeping apartment. The food provided shall be sufficient and well prepared and cooked.

(b) Subject to compliance with the provisions of sub-clause (a) hereof, the employer shall be entitled to deduct from the wages payable to an employee provided by him with board and lodging an amount to compensate himself for the cost thereof at the following rates:

	£	s.	d.	
Adult males at the rate of	3	2	4	per week.
Adult females and junior males at the rate of	2	9	3	per week.
Junior females at the rate of	2	4	3	per week.

provided that such rates are adjustable by adding or subtracting, as the case may be, to or from the rates prescribed an amount of 4d. in the case of adult males, and 3d. in all other cases for each variation of 1s. in the male basic wage.

HOURS.

4. The ordinary hours of work shall be 44 per week to be worked between Monday and noon on Saturday. The times of beginning and ending work shall be the times mutually agreed upon between the employer and employee, and failing such agreement shall be as follows:—

	Time of Beginning.	Time of Ending.
Monday to Friday	7 a.m.	6 p.m.
Saturday	7 a.m.	Noon

The break for a midday meal shall be not less than 45 minutes.

OVERTIME.

5. All time worked in excess of 44 hours per week, or outside the spread of hours shall be paid for at the rate of time and a half.

SUNDAY WORK.

6. Double time shall be paid for all work performed on Sundays, except in the case of milking and feeding and watering of stock, when time worked shall be paid for at the rate of time and a half.

TERMS OF ENGAGEMENT

7. (a) An employer shall have the option of engaging an employee either under terms of weekly hiring or as a casual. An employee not specifically engaged as a casual, shall be deemed to be employed on terms of weekly hiring.

(b) If the engagement is on terms of weekly hiring, it shall be terminated only by a week's notice or by payment or forfeiture of one week's pay in lieu of notice by either side. Provided that this clause shall not affect the right of the employer to dismiss an employee without notice for incompetence or misconduct and in such cases wages shall be paid up to the time of dismissal.

CASUAL EMPLOYEES.

8. The hourly rate for a casual employee shall be ascertained by dividing the total ordinary rate payable under clause 2 hereof, plus 10 per cent., by 44.

A casual employee shall be paid as a minimum for four hours' work on any day.

PUBLIC HOLIDAYS.

9. (a) Weekly employees shall be entitled to the following days as holidays without deduction of pay:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, and Queen's Birthday. Provided that if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the conditions of this paragraph shall apply only to the day so substituted.

(b) Any employee required to work on any holiday specified in sub-clause (a) hereof, shall be entitled to payment for such day at the rate of double time.

SPECIAL ALLOWANCES.

10. (a) Where an employee has to find his own horse and/or saddle he shall be paid in addition to his wages an allowance of 4s. per week when he finds his own horse and an allowance of 2s. per week when he finds his own saddle. The employer shall allow the employee free run for such horse. The employee shall not bring any stallion on to the property.

(b) When an employee is required by his employer to find his own dog or dogs to be used as cattle or sheep dogs for the purposes of the employer, the employer shall pay to the employee in addition to his wage, an allowance of 1s. per week for each such dog, and the amount of any licence or registration fee.

(c) Employees engaged in connexion with jetting or spraying of stock, who either mix poison or handle the nozzle; or employees who are employed in swabbing stock for more than three days in any one week, shall be paid 1s. per day in addition to their ordinary rate for each day upon which they are so engaged.

PAYMENT OF WAGES.

11. (a) The full amount of each employee's wage shall be paid each week in the employer's time.

(b) A casual employee whose employment is terminated by the employer shall be paid all monies due to him at the termination of his employment. Where the employment is terminated by the employee such payment shall be made within 48 hours of such termination.

(c) The employer shall pay at any time on the written order of the employee any obligatory contributions or charitable donations out of the amount for the time being due to the employee; provided that the employer shall not be required to make payment in respect of any such order which may be presented to him less than twenty-four hours prior to the time fixed for payment.

(d) The employer shall, if required, render to the employee, on the day of the termination of his employment, a detailed statement of his account from the last statement up to date and shall forthwith pay him any wages due.

TIME RECORD.

12. An employer shall supply each employee with a time-sheet or book and the employee shall record thereon in ink the hours worked on each day during a week and deliver same to the employer at the end of each working week. Upon delivery of this time-sheet or book the employer shall record the classification, actual wages paid and the deduction for keep in respect of such employee. It shall be the responsibility of the employer to ensure that the provisions of this clause are complied with.

MEAL MONEY.

13. Any employee, not supplied with keep, required to work for more than one hour after his ordinary ceasing time without having been notified the previous day of such requirement shall be provided with a meal or paid 5s. in lieu of such meal.

DEDUCTIONS FROM WAGES.

14. (a) The cost of any goods supplied to the employee by the employer at the employee's written request and paid for by the employer; or of any goods purchased by the employer on behalf of the employee at the employee's written request, may be deducted from wages due to such employee.

(b) The value of any meat supplied to an employee, may be deducted from wages due to an employee, at the rate of 1s. per lb. and the quality shall not be inferior to that of meat used at the employer's home. When suitable meat is not available from the property and the employer has to purchase meat in order to supply meat to an employee, he shall be entitled to charge him the actual cost of the meat supplied.

ANNUAL HOLIDAY.

15. The annual holidays shall be as prescribed by the provisions of the Labour and Industry Acts.

SICK LEAVE.

16. (a) If any weekly employee is absent from duty as a result of personal ill health or accident for which he or she is not entitled to Worker's Compensation, he or she shall be entitled to sick pay as follows:—

(i) During the first year—3½ hours' pay for each complete month of service;

(ii) During any subsequent year of service—44 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) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed therein is not taken in any year, such portion as is not taken shall be cumulative from year to year. For the purposes of this clause, service shall be deemed to have commenced on the 16th July, 1956, for employees in the service of the employer on that date and as from the date of commencement of employment in other cases.

FARES AND TRAVELLING EXPENSES.

17. Every employee shall be allowed the fare actually paid from the place of engagement to the place of employment, provided the employee fulfils his duties for not less than three months or such lesser period of time for which he may be employed by arrangement at the time of engagement and shall be allowed his return fare, provided he fulfils his duties for not less than twelve months, always provided that the employer shall have the right to make his own arrangements for the conveyance of the employee.

When travelling by railway, second class fares shall be allowed. Where an employee travels by air, he shall not, unless such travel is authorized by the employer, receive any greater allowance than he is entitled to receive under this clause for travel by other means. In the case of an employee using his own means of transport, he shall be allowed second-class rail fare.

Every employee while travelling from the place of engagement to the place of employment shall be paid an allowance for the amount actually paid for meals taken and for over-night accommodation limited to 4s. per meal and three meals per day, and 10s. per night for over-night accommodation.

PROTECTIVE CLOTHING.

18. An employee shall receive an allowance of 3s. per week for the provision of waterproof protective clothing.

TOOLS AND HORSE EQUIPMENT.

19. (a) All tools required by employees in the performance of their duties shall be provided free of charge by the employer.

(b) Subject to sub-clause (a) of clause 10 of this determination, the employer shall, at his own cost, provide the employee with such horses, saddles, bridles, water bag and equipment (except spurs, whip and other minor articles) as shall be necessary for the proper carrying out of the employment.

(c) Should the employee leave or be discharged the employer shall either have the employee's horse brought in or provide him with a suitable horse to get same.

FIRST-AID OUTFIT.

20. The employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient and adequate first-aid outfit.

RIGHT OF ENTRY.

21. The Secretary or Branch Secretary or any other Officer of the Australian Worker's Union duly authorized in writing by the Union shall have the right of entry upon an employer's property for the purpose of interviewing all employees, whether members of the Union or not, on legitimate Union business subject to the following conditions:—

(a) No person other than a full time Officer of the Union shall exercise the right prescribed herein.

(b) The authority shall be produced to the employer or his representative and, if reasonably practicable, shall be produced before interviewing any employees.

(c) As far as practicable, employees shall be interviewed during meal time or non working hours.

(d) Interviews held during working time shall be carried out expeditiously and with as little interference with work as possible.

If an officer of the Union has unduly interfered with the work being carried out on the employer's property or is offensive in his methods or has committed a breach of any of the foregoing provisions the employer may refuse the right of entry but the Officer shall have the right to bring the refusal before the Department of Labour and Industry.

BOARD OF REFERENCE.

22. 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.

PERIODICAL ADJUSTMENT OF WAGES.

23. The wage rates for adult males 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 be automatically adjusted as prescribed by clause 24.

Basic Wage.

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

The basic wage for adult females shall be 75 per cent. of the Basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. in a result to be disregarded.

ADJUSTMENT OF BASIC WAGE.

24. (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 23.

(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 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.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 29th June, 1956.