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[1933

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 10 (FISH AND POULTRY).

NOTE.—This Determination on the 23rd May, 1933, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928 (No. 3677)*, and the Order in Council made thereunder, and such portions of the City of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages Board which since the 24th April, 1933, has had power to “determine the lowest prices or rates which may be paid to any persons wheresoever employed in the business of—

- (a) killing, plucking, dressing poultry or game;
- (b) preparing fish for sale uncooked or for canning, drying, or smoking;
- (c) selling by wholesale or retail (except for consumption on the premises) poultry, game, fish, or oysters;
- (d) marketing (in fish and poultry markets) poultry, game, or fish”—

has made the following Determination, namely:—

(1) That on the 23rd May, 1933, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) (a) PERSONS EMPLOYED IN CONNEXION WITH THE PREPARATION OF RABBITS FOR THE WHOLESALE OR EXPORT TRADE.

Apprentices or Improvers.				Other Employees.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
		Males.	Females.			<i>s. d.</i>	
Under 16 years of age	15 0	15 0	Rabbit skimmers, boners or graders	80 0	
16 years of age	25 0	20 0	Females employed filling cartons with boned meat	40 6	
17 years of age	30 0	22 6	All others	75 0	
18 years of age	40 0	25 0				
19 years of age	45 0	30 0				
20 years of age	55 0	35 0				

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 75s. per week of 44 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 75s. per week of 44 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 40s. 6d. per week of 44 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 40s. 6d. per week of 44 hours.

Time of Beginning.

(b) TIME OF BEGINNING | 5.45 a.m. 4.30 p.m. on each of the five ordinary working days in the week.
AND ENDING WORK | 5.45 a.m. 11.30 a.m. on Saturday.

(c) OVERTIME—(a) Outside the hours fixed as the time of beginning and ending work } Time and a half, provided that all
(b) Within the hours fixed as the time of beginning and ending work in excess } work done after 1 p.m. on Saturday
of four hours on Saturday and eight hours on other days } shall be paid for at double time.

(d) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Good Friday, Eight Hours Day (21st April), and Christmas Day; and time and a half for all work done on Australia Day (26th January), Easter Monday, King's Birthday, Boxing Day, and Fishmongers' 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.

(e) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours fixed be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

(f) MEAL HOUR.—A period of one hour shall be allowed for breakfast between the hours of 8 a.m. and 9.30 a.m., and also a period of one hour for dinner between the hours of 11.30 a.m. and 1.30 p.m.

(g) HOT WATER TO BE PROVIDED.—The employer shall (where facilities are available) supply hot water for the making of tea.

- (A) PREMISES TO BE KEPT CLEAN.—The employer shall cause all working places to be kept reasonably clean, and free from debris.
- (i) PIECE-WORK PRICES.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—
- Skinning rabbits (heads off) 1s. 9d. per 100.
 - Skinning rabbits (heads on) 2s. 3d. per 100.
 - Boneing rabbits (including washing, weighing, and taking in and out of chamber) ½d. per lb.

(3) (a) EMPLOYED IN CONNEXION WITH ANY OTHER WORK UNDER THE DETERMINATION.

Wages per Week of 48 Hours.

Apprentices or Improvers.				* Other Employees.			
		Males.	Females.			Within the Metropolitan District.	All other parts of Victoria where this Determination applies.
		s. d.	s. d.			s. d.	s. d.
Under 16 years of age	15 0	15 0	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	100 0	95 0
16 years of age	20 0	17 6	Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	50 0	48 0
17 years of age	25 0	20 0	Foreman having the supervision of four or more workers	90 0	85 0
18 years of age	30 0	22 6	Shop hands (males) or salesmen	80 0	75 0
19 years of age	35 0	25 0	Block hands, pluckers, filleters, or cleaners	80 0	76 0
20 years of age	45 0	30 0	Labourers assisting wholesale fish salesmen	85 0	80 0
PROPORTION.							
MALES.							
Apprentices.		Improvers.					
One apprentice to every three or fraction of three workers receiving not less than 70s. per week of 48 hours.		One improver to every four or fraction of four workers receiving not less than 70s. per week of 48 hours.					
FEMALES.							
Apprentices.		Improvers.					
One apprentice to every three or fraction of three female workers receiving not less than 37s. 6d. per week of 48 hours.		One improver to every three or fraction of three female workers receiving not less than 37s. 6d. per week of 48 hours.					
				All others (males) 70 0			
				Females employed—			
				(a) As shop hands 40 0			
				(b) At weighing, stamping, branding, or filling cartons, moulds, or boxes of fish 40 0			

(b) OVERTIME.—Any employee who works in any week for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(c) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday; and time and a half shall be the rate for all work done on New Year's Day, Australia Day (28th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Show Day (in localities mentioned in the Agricultural Show Act), Christmas Day, Boxing Day, and Fishmonger's 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.

(NOTE.—Section 223 of the Factories and Shops Act provides that:—Every fish or poultry shop in the Metropolitan District shall be closed on the last Monday in February in each year: and every employee working in or in connexion with such shop shall be entitled to and given a holiday on such day.)

(d) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than 24 hours) shall be paid at the rate of time and a third.

(e) PIECE-WORK PRICES.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

- (i) Roughing fowls 3½d. per pair
 - Stumping fowls the same day as they are roughed 3½d. per pair
 - Stumping fowls, which have been put away overnight, or for a longer period, after being roughed 4d. per pair
 - Plucking fowls 7d. per pair
 - Plucking ducks, where wings are not plucked right out 7½d. per pair
 - Plucking ducks, where wings are required to be plucked right out 11½d. per pair
 - Plucking Muscovy drakes (redheads) 1s. 3d. per pair
 - Plucking turkey hens 8½d. per pair
 - Plucking turkey cocks 1s. 1d. per pair
 - Plucking geese 1s. 1d. per pair
 - Plucking teal 4d. per pair
 - Plucking black duck 5d. per pair
 - Plucking blue wing 4d. per pair
 - Plucking mountain duck 5d. per pair
 - Plucking pigeons and small birds 3d. per pair
 - Plucking quail 3d. per pair
 - Plucking pheasants 7d. per pair
 - Drawing and trussing fowls or ducks 3d. per pair extra
 - Drawing and trussing geese 6d. per pair extra
 - Drawing and trussing turkeys 9d. per pair extra
 - (ii) *Blooding cuts 9d. per large box
 - *Splitting cuts 1s. per large box
 - *Sealing and cleaning salmon 1s. 6d. per large box
 - *Sealing and cleaning bream, flathead, trout, and all other medium fish 2s. 6d. per large box
 - *Cleaning garfish, flathead, mullet, and all other very small fish 3s. per large box
 - *Cleaning whiting 3d. per dozen
 - *Filleting whiting 6d. per dozen
 - *Cleaning flounders 3d. per dozen
- } Less 2½ per cent.

* Including washing.

W. W. HARRIS, Chairman.

J. W. RYAN, Secretary.

Melbourne, 8th May, 1933.