



VICTORIA GOVERNMENT GAZETTE.

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No. 266]

THURSDAY, DECEMBER 24.

[1936

Factories and Shops Acts.

DETERMINATION OF THE HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

NOTE.—This Determination on the 28th December, 1936, applied to the whole of the State.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (not including professional employees and not including nurses subject to the Hospital Nurses Board) employed in or about—

- (a) a hospital or benevolent asylum doing any kind of work connected with the carrying on of a hospital or benevolent asylum;
- (b) a sanatorium for the treatment of persons suffering from any form of tuberculosis;
- (c) a hospital or home for the treatment of the mentally afflicted doing any kind of work connected with the carrying on of such a hospital or home;

has made the following Determination, namely:—

(1) That on the 28th December, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 48 HOURS WITHOUT BOARD AND LODGING.*				PROPORTION (IN ANY PLACE).	
	Male Apprentices or Improvers.	Female Apprentices or Improvers.		<i>Apprentices.</i>	
		Employed in the Metropolitan District; Cities of Ballarat, Bendigo or Geelong; Town of Mildura; or Mooroopna Biding of Shire of Rodney.	Employed in any other part of Victoria.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
Under 16 years of age ..	26 6	} 37 3	} 36 3	<i>MALES.</i>	
16 years of age ..	31 6			One male apprentice to every three or fraction of three male workers receiving not less than 78s. 6d. per week of 48 hours.	
17 " ..	38 0			<i>FEMALES.</i>	
18 " ..	40 6			One female apprentice to every three or fraction of three female workers receiving not less than 42s. 9d. per week of 48 hours.	
19 " ..	48 6			<i>Improvers.</i>	
20 " ..	61 0			<i>MALES.</i>	
				One male improver to every ten or fraction of ten male workers receiving not less than 78s. 6d. per week of 48 hours.	
				<i>FEMALES.</i>	
				One female improver to every eight or fraction of eight female workers receiving not less than 42s. 9d. per week of 48 hours.	

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 16s. per week less, and in the case of an adult female employee or an apprentice or improver 15s. per week less than the rate fixed without board and lodging.

OTHER EMPLOYEES.

(a) Employed in the Metropolitan District; the Cities of Ballarat, Bendigo, or Geelong; the Town of Mildura, or the Mooropna Riding of Shire of Rodney.

Males.		Females.	
WAGES WITHOUT BOARD AND LODGING.*		WAGES WITHOUT BOARD AND LODGING.*	
	Per week of 48 hours, s. d.		Per week of 48 hours, s. d.
Clerks	81 6	Clerks	52 3
Cooks—First	86 0	Cooks in charge of—	
Other cooks	81 0	One to three kitchen employees	57 3
Dresser, head, where five or more dressers are employed	107 6	Four to seven kitchen employees	64 9
Dressers doing venereal diseases work	101 6	Eight or more kitchen employees	74 9
Other dressers—		Second cooks	54 9
1st year's experience as such	81 6	Other cooks	52 3
2nd year's experience as such	86 6	Head housemaids	47 3
Thereafter	91 6	Housekeepers	62 3
Foreman in charge of—		Head laundresses in charge of—	
One to nine employees	84 0	One to three persons	54 9
Ten or more employees	91 6	Four or more persons	59 9
Assistant foreman	81 6	Second laundresses	49 9
Gardeners in charge of one or more gardeners or where there is only one employed	81 0	Laundresses where only one employed	49 9
Other gardeners	78 6	Sorters	49 9
Incinerator attendants	78 6	Washing machine hands	57 9
Kitchenmen or scullerymen	78 6	Storekeeper in charge of one or more store hands or where there is only one employed	52 3
Laboratory assistants	87 0	Storekeeper's assistants—	
Laundrymen	78 6	1st year's experience as such	42 9
Mortuary-men employed solely on post-mortem work	96 6	2nd year's experience as such	43 9
Other mortuary-men	81 6	Thereafter	44 9
And 10s. extra for each post-mortem		Stenographers and typistes	57 3
Motor or motor ambulance drivers or assistants	81 0	Telephone attendants	59 9
Operating theatre attendants	81 6	Waitresses—	
Porters—		1st year's experience as such	42 9
Casualty—engaged on preparations and theatre work	81 6	2nd year's experience as such	43 9
Dispensary	81 6	Thereafter	44 9
Night	81 0	Wardmaids—	
Relieving	81 0	1st year's experience as such	42 9
X-ray	78 6	2nd year's experience as such	43 9
Recording attendants	81 6	Thereafter	44 9
Splint makers	91 6		
Splint makers' assistants	79 0	Seamstresses who cut out and fit garments	54 9
Storemen in charge of one or more storemen or where there is only one employed	84 0	Other seamstresses—	
Other storemen	78 6	1st year's experience as such	42 9
Telephone attendants	81 6	2nd year's experience as such	43 9
Ward cleaners handling sputum mugs	81 6	Thereafter	44 9
Other ward cleaners	78 6		
X-ray attendants	86 6	All others—	
X-ray technicians—		1st year's experience as such	42 9
1st year's experience as such	79 0	2nd year's experience as such	43 9
2nd year's experience as such	94 0	Thereafter	44 9
Thereafter	104 0		
All others	78 6		

(b) Employed in any other part of Victoria.

Males.		Females.	
WAGES WITHOUT BOARD AND LODGING.*		WAGES WITHOUT BOARD AND LODGING.*	
	Per week of 48 hours, s. d.		Per week of 48 hours, s. d.
Adults	78 6	Clerks	47 9
		Cooks—	
		First—where there is only one employed	57 3
		Second	52 3
		Head laundress	49 9
		Other laundresses	44 9
		Stenographers and typistes	52 9
		Telephone attendants	47 9
		All others—	
		1st year's experience	42 9
		2nd year's experience	43 9
		3rd year's experience	44 9

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 16s. per week less, and in the case of an adult female employee or an apprentice or improver 15s. per week less than the rate fixed without board and lodging.

(3) ALLOWANCES.—Persons (other than dressers) employed within a radius of 20 miles from the General Post Office, Melbourne, who handle or dress patients suffering from venereal diseases or patients qualified for admission to infectious diseases hospitals, or handle clothes (not previously disinfected) that are used on or worn by such patients, or handle microscopic slides in connexion with cases of an infectious nature, shall be paid 7s. 6d. per week in addition to the rates provided in Clause 2.

(4) OVERTIME.—For work done in excess of the maximum number of hours fixed as a week's work—Time and a half, calculated on the rates fixed without board and lodging.

(5) HOLIDAY RATES.—Time and a half calculated on the rates fixed without board and lodging shall be the rate for all work done within a radius of 20 miles from the General Post Office, Melbourne, on the following holidays:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), Anzac Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays the special rate shall only be payable for work done on the day so substituted.

(6) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted by such employer the following leave at least in each year on full pay, without any deduction for board and lodging—

- (a) If employed within a radius of 20 miles from the General Post Office, Melbourne, seven days.
- (b) If employed outside a radius of 20 miles from the General Post Office, Melbourne, fourteen days.

Provided that any employee outside the radius mentioned who prior to this Determination coming into force and in his present employment received more than one week's leave per year shall be entitled to fourteen days' leave plus the number of days in excess of one week which he formerly received.

(7) **SICK LEAVE.**—Any employee who furnishes to the Board of Management of the institution or the proprietor of the hospital where he or she is employed satisfactory evidence that he or she is unable to perform his or her duties on account of illness contracted in the discharge of such duties shall, while incapacitated, be entitled to sick leave on full pay for a period not exceeding four weeks.

(8) **A FULL WEEK'S WAGES TO BE PAID.**—Any employee (other than a casual worker) willing to work who is employed by a public institution and who works for less than the full working week, viz., 44 hours in the case of seamstresses and 48 hours in all other cases, shall be entitled to the payment of a full week's wage.

(9) **DRESSING ROOMS, ETC.**—Dressing rooms, and lunch rooms, shall be provided for non-resident employees and suitable healthy accommodation for resident employees.

(10) **UNIFORMS, ETC.**—Uniforms, overalls, caps, and aprons, shall be provided and laundered free of cost for employees required to wear same.

(11) **RUBBER GLOVES, ETC.**—Rubber gloves and all necessary safety appliances shall be provided free of cost for the use of employees and an adequate supply of same shall be maintained.

(12) **TERMINATION OF EMPLOYMENT.**—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, and any employee failing to give such notice shall be liable to forfeit one week's pay in lieu thereof.

(13) **UNION INTERVIEWS.**—During working hours employees of any Public institution subject to this Determination may, with the consent of the Secretary or Superintendent of such institution (which consent shall not be unreasonably withheld) be interviewed by the Secretary of the Hospital, Dispensary, and Asylum Employees and Allied Government Officers' Federation of Australia, No. 1 Victorian Branch, or have their union contributions collected by the steward of the said organization.

D. BERRIMAN Chairman.

F. J. VAN PROOYEN, Secretary.

Melbourne, 8th December, 1936.



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THURSDAY, DECEMBER 24.

[1936

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 3 (BUTCHERS).

NOTE.—This Determination on the 30th December, 1936, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, and the Order in Council thereunder, and such portion of the city of Sandringham as is not within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; and the Moorpanyal and Peak ridings of the shire of Corio.

IN accordance with the provisions of the Factories and Shops Acts, 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 a butcher or seller of meat, or maker or seller of small goods," has made the following Determination, namely:—

(1) That on the 30th December, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers Employed in or in Connexion with—

Abattoirs or Meat Markets.			Any Other Place.		
AGE.	Improvers— Carters, Drivers, Stablemen, or Grooms.	Apprentices and all other Improvers.	EXPERIENCE.	Apprentices.	Improvers.
	Wages per week of 48 hours. £ s. d.	Wages per week of 48 hours. £ s. d.		Wages per week of 48 hours. £ s. d.	Wages per week of 48 hours. £ s. d.
Under 18 years	2 9 6	..	1st year	0 13 4	1 0 0
18 years and under 19 years	2 18 6	..	2nd year	0 16 0	1 4 0
19 years and under 20 years	3 4 10	..	3rd year	1 1 4	1 12 0
20 years	Minimum wage	..	4th year	1 9 0	2 3 6
			5th year	1 16 8	2 15 0
EXPERIENCE:					
1st year		1 12 0			
2nd year		2 2 0			
3rd year		2 7 0			
4th year		3 5 0			
5th year		Minimum wage			

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.
No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).
Apprentices.

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

Improvers.

Carters or Drivers—
One improver to every five drivers receiving not less than the minimum wage.

Other Improvers—
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers (other than carters or drivers) receiving not less than the minimum wage.

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

An indenture of apprenticeship prescribed by the Board was approved on 12th September, 1911.

OTHER EMPLOYEES.

	Wages.			
	Within the Metropolitan District, and such portion of the City of Sandringham as is not within the said Metropolitan District.	In Ballarat, Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	In the cities of Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the Moorpanyal and Peak Ridings of the Shire of Corio.	
	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.	
ABATTOIRS OR MEAT MARKETS.				
Tacklemen	5 8 0	} 5 5 0	5 6 0	
Slaughtermen	4 19 0		3 18 4	4 1 1
Head and Feet Boners	4 5 0			
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	3 19 0	3 12 5	3 16 1	
General labourers	3 16 6	3 10 6	3 13 5	
	Per week of 48 hours.			
Drivers of motor vehicles having a carrying capacity—				
Not exceeding 25 cwt.	3 18 6	3 15 6	3 19 6	
Exceeding 25 cwt. but not exceeding 3 tons	4 2 6	3 19 0	4 3 6	
Exceeding 3 tons	4 6 6	4 3 6	4 7 6	
Carters driving one horse	3 16 0	3 13 0	3 17 0	
Carters driving two horses	3 18 6	3 15 6	3 19 6	
Carters driving three horses	4 0 6	3 17 6	4 1 6	
Head stableman (if more than one employed)	3 14 0	3 11 0	3 15 0	
Other stablemen or grooms	3 10 0	3 7 0	3 11 0	
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	} 11d. per day in addition to the rate specified	} 11d. per day in addition to the rate specified	} 11d. per day in addition to the rate specified	
Drivers who, during the day, are engaged in carting blood manure or offensive offal				
ANY OTHER PLACE.				
Shopmen and general butchers (including men who cut and deliver meat to customers outside the shop)	4 7 6	4 4 6	4 8 6	
Small goods makers, small goods sellers from carts who collect cash, scalders, cookers, boners, or salters	4 5 0	4 2 0	4 6 0	
Ordermen who deliver but do not cut meat	3 15 0	3 12 0	3 16 0	
All others	3 13 6	3 10 6	3 14 6	

(3) DAY'S WORK FOR SLAUGHTERMEN.—The maximum amount of work to be done by slaughtermen on any day shall be

	During July, August, September and October.			Other Months.	
	Woolly Sheep.	Other Sheep and/or Lambs (including ram lambs).	Beef.	Sheep and/or Lambs (including ram lambs).	Beef.
			Carcasses.		Carcasses.
Monday to Friday	60	64	10	64	10
Saturday	24	26	4	26	4

A slaughterman's work shall consist of sticking down, taking out neck sweetbreads (if any), taking off the skin, taking out offal, wiping up the carcass, and hanging, all in a workmanlike manner.

Time taken off for collecting pay shall not affect the day's tally.

(4) TIMES OF BEGINNING AND ENDING WORK—

	Time of Beginning.		Time of Ending.			
	Monday to Friday.	Saturday.	Monday and Wednesday.	Tuesday and Thursday.	Friday.	Saturday.
Persons (other than Carters, Drivers, Stablemen, or Grooms) employed in connexion with abattoirs or meat markets ..	7.30 a.m.	7.30 a.m.	5 p.m.	5 p.m.	5 p.m.	11 a.m.
Persons employed in connexion with any other place—						
In the Metropolitan District (except in retail stalls in the Victoria, South Melbourne, and Prahran markets) ..	7.30 a.m.	5 a.m.	5 p.m.	5 p.m.	6 p.m.	12.30 p.m.
In retail stalls in the Victoria, South Melbourne, and Prahran markets ..	6 a.m.	5 a.m.	12 noon	2 p.m.	6 p.m.	1 p.m.
In Ballarat ..	7.30 a.m.	6 a.m.	5 p.m.	5 p.m.	6 p.m.	1 p.m.
In Bendigo ..	7 a.m.	6 a.m.	5 p.m.	5 p.m.	6 p.m.	1 p.m.
In Geelong ..	7.30 a.m.	6 a.m.	5 p.m.	5 p.m.	6 p.m.	12.30 p.m.
In Warrnambool ..	7.30 a.m.	6 a.m.	5 p.m.	5 p.m.	9 p.m.	12.30 p.m.
In all other parts of Victoria where this Determination applies	6 a.m.	6 a.m.	6 p.m.	6 p.m.	8 p.m.	1 p.m.

Provided that, in Melbourne, Ballarat, Bendigo, Geelong, and Warrnambool, small-goods makers may commence work at 6 a.m. if they cease work not later than 4 p.m.

(5) HOURS OF WORK.—The maximum number of hours to be worked on any day, without payment for overtime, shall be—

Persons Employed in or in Connexion with—	
Abattoirs or Meat Markets.	Any Other Place.
Carters, drivers, stablemen, or grooms—	All employees—
Monday, Tuesday, Wednesday, Thursday, 9 hours 40 minutes or Friday	Monday, Tuesday, Wednesday, Thursday, 8½ hours or Friday
Saturday 6 hours	Saturday 6 hours

The hours of work on any day shall be continuous, except for meal intervals, in the case of—

- (a) All persons employed in connexion with abattoirs or meat markets.
- (b) All persons employed in connexion with any other place in the Metropolitan district, Ballarat, Bendigo, Geelong, and Warrnambool.

(6) EMPLOYEES WEEK.—When any employee is engaged for a week's work, such week shall commence from the day on which he is engaged.

(7) MEAL INTERVALS.—The following times shall be allowed for meals :—

Persons Employed in or in Connexion with—	
Abattoirs or Meat Markets.	Any Other Place.
All employees except carters, drivers, stablemen, and grooms	All employees 1 hour between noon and 2 p.m.
	Any employee who is required to work—
	(a) Before 7 a.m. on Saturday, or before 7.30 a.m. on the other five working days of the week
	(b) After 6 p.m. 1 hour for tea

(8) OVERTIME.—The following rates shall be paid for all work done during the times specified hereunder, viz. :—

Persons Employed in or in Connexion with—	
Abattoirs or Meat Markets.	Any Other Place.
Carters or drivers—	Outside the hours fixed as the times of beginning and ending work } Within the hours fixed as the times of beginning and ending work in excess of either— } (a) The number of hours fixed as a day's work, or } (b) The number of hours fixed as a week's work } Time and a half
In excess of either—	
(a) The number of hours fixed as a day's work, or	
(b) The number of hours fixed as a week's work	
Drivers who are required to cart meat before 7 a.m.—	Any employee who is required to be on duty during a meal interval shall be paid at the rate of time and a half for all such time on duty and until time is allowed for a meal
Before 7 a.m. { From 1st May to 31st October } 8d. per hour in addition to ordinary rates	
{ From 1st November to 30th April } 6d. per hour in addition to ordinary rates	
Stablemen or grooms—	
In excess of either—	
(a) The number of hours fixed as a day's work, or	
(b) The number of hours fixed as a week's work	
All others—	
Outside the hours fixed as the times of beginning and ending work	
Within the hours fixed as the times of beginning and ending work in excess of 16 hours in any week	

(9) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid the following rates :—

- (a) Persons employed in or in connexion with abattoirs or meat markets in the Metropolitan District—
- Slaughtermen 22s. 6d. per day (Monday, Tuesday, Wednesday, Thursday, Friday); and 11s. 6d. on Saturday (half day).
- Labourers 15s. per day.
- Carters or drivers For each day they are employed 2s. in addition to one-sixth of the weekly wage for the class of work they perform.

(b) Persons employed in or in connexion with shops and factories in all Districts where this Determination applies—

Shopmen and general butchers (including men who cut and deliver meat to customers outside the shop)	} 18s. 11d. for each day or part of a day on which they are employed
Small goods makers, small goods sellers from carts who collect cash, scalders, cooks, boners, or salters	
.. .. .	

All other adults, apprentices or improvers.—The ordinary hourly rate with an addition of thirty-three and a third per cent.

(10) SICK LEAVE.—Carters, drivers, stablemen, or grooms employed in connexion with abattoirs or meat markets, and all persons employed in connexion with any other place, who are necessarily absent from work on account of sickness, shall be allowed six days' sick leave each year on full pay.

Provided that this clause shall not apply to casual employees.

(11) ANNUAL HOLIDAYS.—Stablemen or grooms employed in connexion with abattoirs or meat markets, who are usually required to work continuously seven days in the week, shall be allowed one week's holiday on full pay at the expiration of each twelve months' service.

(12) PAYMENT FOR HOLIDAYS.—Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay :—

Persons Employed in or in Connexion with—	
Abattoirs or Meat Markets.	Any Other Place.
Christmas Day, Boxing Day, New Year's Day, Australia Day, Eight Hours Day, Good Friday, Easter Monday, King's Birthday (outside the Metropolitan district), Cup Day (within the Metropolitan district), and Butchers' Picnic Day	Christmas Day, Boxing Day, New Year's Day, Australia Day, Eight Hours Day, Good Friday, Easter Monday, King's Birthday, Cup Day (within the Metropolitan district), and Butchers' Picnic Day Provided that any employee, if required, shall serve on duty without extra payment until not later than 11.30 a.m. on Good Friday, and until not later than 9.30 a.m. on any other holiday except Christmas Day, Eight Hours Day, and Butchers' Picnic Day

(13) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS—

Persons Employed in or in Connexion with—	
Abattoirs or Meat Markets.	Any Other Place.
Carters, drivers, stablemen, or grooms shall be paid at the rate of double time for all work done on Sundays or holidays, except in the case of work done— (a) On Sundays by stablemen or grooms, part of whose duties is to feed and attend to horses every day, if they are allowed one clear day's rest in seven (b) On holidays by stablemen or grooms if engaged in the performance of their ordinary duties (c) In feeding and attending to horses on Sundays, by drivers who are required to perform such work where the employer does not employ any stablemen Drivers who are required to be on duty on Sunday to feed and attend to horses, where the employer does not employ any stablemen, shall be paid for such time of duty at the ordinary rate paid for the other six days of the week All other employees shall be paid at the rate of double time for all work done on Sundays or holidays.	All work done on Sunday, Christmas Day, or Eight Hours Day, and all work done after 11.30 a.m. on Good Friday or after 9.30 a.m. on any other public holiday shall be paid for at the rate of double time

The days to be recognized as holidays under this clause shall be those specified for the respective sections in clause 12; but if any other day be by Act of Parliament or Proclamation substituted for any of such holidays, the special rate shall be payable only for work done on the day so substituted.

(14) NOTICE TO WORK ON HOLIDAYS.—Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee who is required to work on a holiday prescribed in this determination.

(15) SMOKO INTERVALS.—All persons (other than carters, drivers, stablemen, or grooms) employed in connexion with abattoirs or meat markets shall be allowed twenty minutes' smoko each forenoon and afternoon.

(16) PAYMENT OF WAGES.—Wages shall be paid not later than Friday in each week, and must be paid during working hours.

(17) TERMINATION OF EMPLOYMENT.—Except in a case where an employee is inefficient or has been guilty of a misdemeanour seven days' notice of termination of employment shall be given by either employer or worker.

Provided that this clause shall not apply to tacklemen, slaughterers, or labourers employed in or in connexion with abattoirs or meat markets in the Metropolitan District.

(18) STOP WORK MEETINGS.—No stop work meetings shall be held by employees during working hours. If, in contravention of this clause, a stop work meeting should be held, the pay for the time lost may be deducted.

(19) TREATMENT OF INJURED STOCK.—

(a) The employer shall have power to call on slaughtermen during the following periods to kill stock that require immediate treatment, viz.:—During smoko intervals, between 12 and 1 p.m., and after 5 p.m. on week days, and after 11 a.m. on Saturdays. Stock killed during such periods are to be considered extra to the day's tally, and shall be paid for at one and a half times the ordinary rates.

(b) Where a watchman is employed, he shall be able during his period of watch, but not during the hours when slaughtering operations are being carried on, to kill and dress any injured or crippled sheep or lambs that may require attention.

A. S. HAUSER, P.M., Chairman.

GEO. E. PARR, Secretary.

Melbourne, 11th December, 1936.