



# VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

## DETERMINATION OF THE FROZEN GOODS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates of payment which may be paid to any person or persons or classes of persons employed in the trade of freezing, refrigerating, packing or grading goods of any kind (other than ice-cream) for the purpose of trade or sale in a frozen or refrigerated condition," but not including persons subject to the Determination of the Ice Board or any person or persons engaged in the slaughtering and boning departments of meat works and abattoirs in the preparation and packing of meats, offals, and by-products in a fresh condition" has made the following Determination, namely:—

(1) That on the 26th March, 1936, the last previous Determination shall be revoked and replaced by this Determination.

(2) WAGES.

Improvers and Juvenile Workers.						Other Employees.

(5) OVERTIME.—The following rates, subject to the conditions stated in clauses (6) and (7), shall be paid for all work done :—

(a) Outside the times of beginning and ending work as provided in clause (4).

(i) On Saturdays.—Time and a half fixed on the ordinary rates, for the first hour and double time thereafter.  
(ii) On other week days.—Time and a half.

(b) Within the hours fixed as the time of beginning and ending work :—

(i) In excess of four hours on Saturday and eight hours on other week days.—Time and a half. This extra rate shall not apply to the hanging ground and grading room employees.

(ii) In excess of the number of hours fixed for a week's work in clause (3).—Time and a half.

The overtime rates payable for work done on Sundays and holidays are provided for in clause (8).

(6) EXTENDED WORK.—Where an employee is required to work continuously for 16 hours (exclusive of meal hours) he shall in respect of any further work done by him before he has had a clear break of 12 hours from work be entitled to payment for such further work at the highest overtime rate (except meal times and smoke-oh rates) to which he may have been entitled at any time during the currency of such continuous work.

(7) MINIMUM OF OVERTIME.—If an employee is required to work more than one hour and a half on any day after the time of ending work as provided in clause (4) or if having ceased work for the day for not less than one hour, an employee is recalled to work he shall receive a minimum of two hours' pay.

(8) SUNDAYS AND HOLIDAYS.—(a) Double time fixed on the ordinary rates shall be paid for all work done on Sundays, New Year's Day, Australia Day (26th January), Labour Day (21st April), Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, Christmas Day, and Boxing 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 be payable only for work done on the day so substituted.

An employee called to work on a Sunday shall receive a minimum of three (3) hours work or shall be paid for same, and if required to work in excess of eight hours on a Sunday or a holiday shall be paid the extra rate provided in this clause plus one-third of such extra rate for such excess work.

(b) An employee (other than a temporary worker) if not called upon to work on any day mentioned in clause 8 (a) as a holiday shall receive a day's pay based on his ordinary rates for such day provided that he is called upon to work for any portion of the working week in which such holiday occurs, but any employee who is called upon to work on a holiday for a period of less than eight hours shall receive double ordinary rate for the time so worked and ordinary rate for the balance of eight hours.

(9) DEFINITIONS.—(a) A juvenile worker shall mean a person under 21 years of age (other than an improver) engaged in stamp marking carcasses, stamping, stringing and putting on tickets, handling or packing offals or by-products, scraping, nailing up, re-wiring, and branding packages, sweeping up and acting as an assistant to a Government Inspector.

(b) A permanent chamber hand shall mean a chamber hand who at the time of engagement or at any time thereafter is, subject to good behaviour, engaged under a written contract for at least six months' continuous employment.

(c) A temporary worker shall mean any person (including a juvenile worker) other than a hanging ground or grading room employee who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

(10) MEAL HOURS.—

Clause (a) *Meal Export Works*.—Breakfast. A period of one hour between the hours of 6 a.m. and 9 a.m. shall be allowed for breakfast. Dinner.—One hour between 12 noon and 1.30 p.m. shall be observed as a dinner hour. Tea.—when work is to be continued for more than one and a half hours after the time fixed for ending work in clause 4 (a) one hour between 5 p.m. and 6.30 p.m. shall be observed as a tea hour, and if such overtime is to finish not later than midnight, work shall then proceed uninterruptedly (except for a smoke-oh as provided in clause 11). If however, work is to continue after midnight, one hour (before midnight), shall be observed as a meal hour, and thereafter, one hour after each four hours' work.

Clause (b) Not more than five hours shall be worked by employees in cool stores working between 7 a.m. and 6 p.m. without an interval of one hour for a meal. If work is to continue after 7 p.m., the hour from 5 p.m. to 6 p.m. shall be observed as a meal hour. If, however, work is to continue after midnight one hour (before midnight) shall be observed as a meal hour, and thereafter, one hour after each four hours' work.

Clause (c) All work done during a meal hour stated in clause 10 (a) and (b) shall be paid for at the rate of time and a half, fixed on the wage for the day on which such meal hour is worked.

(11) SMOKE-OH.—Fifteen minutes interval shall be allowed for smoke-oh between ordinary starting time in the morning and 12 noon, and fifteen minutes between 1 p.m. and 6 p.m., provided that employees who commence work before 7 a.m. and have no breakfast hour shall be allowed an interval of fifteen minutes at the end of each two hours' work until dinner hour. If men are required to work after 6 p.m. an interval of fifteen minutes after every two hours' work shall be allowed.

#### GENERAL CONDITIONS.

(12) WAITING TIME.—When an employee has been instructed to report at a certain hour and is kept waiting before he commences work such waiting shall be paid for at ordinary rates provided for the class of work to be done.

(13) MINIMUM OF WORK.—Employees called to work on any day shall be given a minimum of 3½ hours' work on Saturdays, and 8 hours on other days (except Sundays or holidays) or shall be paid for same. This clause shall not apply if there has been a breakdown in the machinery or if work cannot be proceeded with due to a sectional strike.

(14) COLD TEMPERATURES.—Employees called upon to work in a temperature less than four degrees above zero shall be paid 3d. per hour extra. No employee shall be compelled to work in a temperature of below Zero, and an employee who becomes overheated working outside a cool chamber shall be allowed to cool down before entering the chamber. This provision shall be reasonably construed.

(15) LEAKAGE OF AMMONIA.—No employee shall be called upon to work in a chamber where a leak of ammonia exists.

(16) CONTINUATION OF NIGHT WORK.—When an employee has worked for more than two hours after midnight, the special rate provided in clause 5 (a) for work done outside the hours fixed for a day's work shall continue to be paid for all work done within such hours until the employee has had a clear break from work of 12 hours.

(17) EMPLOYEES WORKING IN A FREEZING CHAMBER.—No employee shall work in a freezing chamber, the temperature of which does not exceed 40 degrees Fahr., unless he is paid according to the rates provided for chamber hands in clause 2 of this Determination.

(18) CONTINUITY OF WORK.—The work of each employee on each day shall be continuous with the customary break for a meal.

(19) MEAL ALLOWANCE.—An employee required to work overtime shall be paid 1s. 6d. tea money unless notified on the previous day that his services will be needed. If having been notified accordingly he has provided himself with a meal he shall receive, in the event of the work not being done or ceasing before respective meal times, 1s. 6d. for each meal so provided.

(20) TERMINATION OF EMPLOYMENT.—Employees may be paid off at any time without notice.

(21) PROVISION OF OUTFIT.—The following articles shall be provided at each place where work under this Determination is done :—

- (a) An ammonia outfit which shall be kept adjacent to the chambers.
- (b) An alarm outfit in each chamber, such outfit to be connected with the engine-room.
- (c) Waterproof capes and caps for use of employees engaged in de-frosting.
- (d) Bagging for moccasins for use of chamber hands.

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

J. V. WILLOX, Secretary.

Melbourne, 24th February, 1936.