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Factories and Shops Acts.

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

NOTE.—This Determination on the 19th June, 1940, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts 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 Acts, 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:—

- (a) That on the 19th June, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART ONE.

This Part applies to Persons Employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

(1) Apprentices or Improvers.				Other Employees.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
		MALES.				FEMALES.	
		s.	d.			s.	d.
Under 16 years of age ..	..	22	9	..	21	9	99 6
16 years of age ..	..	31	0	..	23	9	105 0
17 years of age ..	..	37	9	..	26	9	48 0
18 years of age ..	..	50	3	..	29	3	94 0
19 years of age ..	..	56	9	..	35	6	
20 years of age ..	..	69	3	..	41	3	
PROPORTION.							
MALES.							
Apprentices.		Improvers.					
One male apprentice to every three or fraction of three male workers receiving not less than 94s. per week of 44 hours.		One male improver to every four or fraction of four male workers receiving not less than 94s. per week of 44 hours.					
FEMALES.							
Apprentices.		Improvers.					
One female apprentice to every three or fraction of three female workers receiving not less than 48s. per week of 44 hours.		One female improver to every four or fraction of four female workers receiving not less than 48s. per week of 44 hours.					

- Time of Beginning.* *Time of Ending.*
- (2) **TIME OF BEGINNING AND ENDING WORK** { 8 a.m. 4.30 p.m. on each of the five ordinary working days in the week.
6 a.m. 11.30 a.m. on Saturday.
- (3) **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 } work done after 1 p.m. on Saturday
excess of four hours on Saturday and eight hours on other days } shall be paid for at double time.
- (4) **SPECIAL RATES.**—(a) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day; and time and a half for all work done on Australia Day (26th January), Easter Monday, King's Birthday, 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 only be payable for work done on the day so substituted.
- (b) For all work done on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day piece-workers shall be paid double the rates mentioned in clause (13); and for all work done by such workers on Australia Day, Easter Monday, King's Birthday, and Boxing Day, the ordinary rates, plus 50 per cent.
- (5) **TIME RATES.**—Any person employed between midnight Sunday and midnight Saturday 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 per week fixed in this Determination be paid the ordinary wage, with an addition of 33½ per cent., and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.
- (6) **WAITING TIME.**—Employees (piece workers included) who are required to wait for a longer period than an aggregate of one hour (exclusive of meal hours) per day shall be paid for such excess at the wage rate provided for the class of work done.
- (7) **TIME RECORD.**—All employees (including piece workers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.
- (8) **UNION INSPECTION.**—An Accredited Representative of the Federated Cold Storage, and Meat Preserving Employees Union of Australia shall have access to the records of times recorded and wages received by employees provided that such inspection is made during working hours.
- (9) **DINING AND CHANGING ROOM.**—A dining-room, changing-room, adequate washing facilities, and in addition (where facilities are available) hot water for the making of tea shall be provided.
- (10) **PREMISES TO BE KEPT CLEAN.**—The employer shall cause all rooms used by employees to be kept reasonably clean, and free from debris.
- (11) **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.
- (12) **SMOKE ON.**—Employees shall be entitled to a smoke on period of ten minutes each morning and afternoon.
- (13) **PIECE-WORK PRICES.**—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

	Within the hours fixed in Clause (2).	Outside the hours fixed in Clause (2).
Skinning rabbits (heads off)	2s. per 100.	3s. per 100.
Skinning rabbits (heads on)	2s. 9d. per 100.	4s. 1½d. per 100.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb.	Plus 6%
Skinning hares	9s. per 100.	

PART TWO.

This Part applies to Persons doing any Work other than Work in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

(1) Apprentices or Improvers.				Other Employees.		
Wages per Week.				Wages per Week.		
		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		21 3	18 0	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	114 6	109 6
16 years of age		28 6	21 0	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)	56 6	54 6
17 years of age		38 3	26 3	Foreman having the supervision of four or more workers ..	104 6	99 6
18 years of age		47 6	33 6	Shop hands (males) or salesmen	91 6	86 6
19 years of age		54 9	36 9	Block hands, pluckers, filleters, cleaners, or oyster openers ..	94 6	90 6
20 years of age		64 6	40 9	Labourers assisting—		
PROPORTION.				(a) Wholesale fish salesmen	99 6	94 6
MALES.				(b) Wholesale poultry salesmen	89 6	86 6
Apprentices.	Improvers.			Persons employed grading and/or placing plucked poultry in boxes	94 6	90 6
One apprentice to every three or fraction of three workers receiving not less than 84s. 6d. per week of 48 hours, or 44 hours as the case may be.	One improver to every four or fraction of four workers receiving not less than 84s. 6d. per week of 48 hours, or 44 hours as the case may be.			Females employed—		
FEMALES.				(a) As shop hands ..	48 3	45 6
Apprentices.	Improvers.			(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry	48 3	45 6
One apprentice to every three or fraction of three female workers receiving not less than 45s. 6d. per week of 48 hours, or 44 hours as the case may be.	One improver to every three or fraction of three female workers receiving not less than 45s. 6d. per week of 48 hours, or 44 hours as the case may be.			All Others	84 6	84 6

(17) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for a period of not less than twelve months shall be entitled to one week's annual leave without deduction of pay. On completion of each subsequent year's service he or she shall be entitled to a further week's leave (without deduction of pay) but if any such employee leaves or is dismissed before the completion of any such subsequent year he or she shall be entitled to a pro rata term of leave based on one day's leave for each two months or fraction of two months' service.

(18) VARIATION OF DETERMINATION.—Where the exigencies of the industry are such that the best interests of the employers, employees, and the community as a whole may be served by varying any part of this Determination by mutual consent, such variation may be mutually arranged by agreement with an officer of the Department of Labour, an officer of the Cold Storage Union, and the employer or his representative. Full particulars of such variation are to be reported to and approved by the Chief Inspector of Factories or his deputy.

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

(a) Between the hours of 6 a.m. and 1 p.m. on Saturday, and 6 a.m. and 8 p.m. on any other week day—

(i) Roughing fowls by hand	3½d. per pair	} Plus 18 per cent.
Roughing fowls by machine	3d. per pair	
Stumping fowls the same day as they are roughed by hand	3½d. per pair	
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	4d. per pair	
Stumping fowls which have been roughed by a machine	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 cotta	9d. per large box	
*Splitting cotta	1s. per large box	
*Scaling and cleaning salmon	1s. 6d. per large box	
*Scaling 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	
Trimming shark	6d. per box	
Skinning and trimming shark	2s. per box	

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 19, sub-clause (a) with the addition of 50 per cent.

RAY H. BEERS, P.M., Chairman.

J. W. RYAN, Secretary.

Melbourne, 4th June, 1940.