

## VICTORIA

# GOVERNMENT GAZETTE.

Bublished by Authority.

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

No. 232]

## THURSDAY, JUNE 13.

[1940

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 of	or Improvers.	Other Employees.						
	Wages per Wee	k of 44 Hours.		· Wages per Week of 44 Hours.					
Under 16 years of 16 years of age 17 years of age 18 years of age 19 years of age 20 years of age	age	MALES.  s. d.  22 9  31 0  37 9  56 9  69 3	FRMALES.  5. d. 21 9 23 9 26 9 29 3 35 6 41 3	Rabbit skinners or boners					
	Рворо			·					
Appren	MAI ulices.	Improvera.	·						
One male appro three or fraction workers receiving 94s. per week of 4	of three male not less than	One male improved four or fraction of workers receiving not 94s. per week of 44 ho	four male less than						
•	FEMA	ALES.		·					
Appren	tices.	Improvera.							
One female appr three or fraction workers receiving 48s. per week of 4	of three female not less than	One female improve four or fraction of fo workers receiving not 48s. per week of 44 ho	our female less than						
No. 232.—59	48/40.	<u> </u>							

#### Time of Beginning,

Time of Ending.

- (3) OVERTIME.—(a) Outside the hours fixed as the time of beginning and ending work ... Time and a half, provided that all work done after 1 p.m. on Saturday excess of four hours on Saturday and eight hours on other days

  Time and a half, provided that all work done after 1 p.m. on Saturday 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 33\frac{1}{2} 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) Warring 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 OR.—Employees shall be entitled to a smoke oh period of ten minutes each morning and afternoon.
  - (13) PIECE-WORK PRIOES.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

    Within the hours

    Outside the hours

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

    Outside the hours

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

    Outside the hours

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

    Outside the hours

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

    Outside the hours

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

    Outside the hours

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

    Outside the hours

    Outside the h

						fixed in Clause (2).		fixed in Clause (2).
Skinning rabbits (heads	off)					2s. per 100.		3s. per 100. } Plus
Skinning rabbits (heads	3 on)					2s. 9d. per 100.	Plus	4s. Îid. per 100. 7 6%
Boning rabbits or hares		washing,	weighing,	and taking	în	-	6%	
and out of chamber	·) ¯	••		••		ld. per lb.	0 70	
Skinning hares						9s. per 100.	J	

#### 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 p	er Week.	Wages per Week.							
	Males-	Females.		Within the Metropolitan District.	All other parts of Victoria where this Determination applies.				
Under 16 years of age	. 21 3 28 6 38 3 47 6 54 9 64 6	18 0 21 0 26 3 33 6 36 9 40 9	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager) Manageress (i.e., the principal employee in any shop where	s. d.	s. d.				
	ORTION.	females only are employed except a shop in which an owner or partner is working manager)	56 <b>6</b>	54 6					
Apprentices.	Improvers.		Foreman having the supervision of four or more workers	104 6	99 6				
One apprentice to every three or fraction of three workers receiving	One improver to every fraction of four workers	receiving	Shop hands (males) or salesmen Block hands, pluckers, filleters,	91 6	86 6				
not less than 84s, 6d. per week of 48 hours, or 44 hours as the case	not less than 84s. 6d. per 48 hours, or 44 hours as		cleaners, or oyster openers Labourers assisting—	94 6	90 6				
may be.	may be.		(a) Wholesale fish salesmen (b) Wholesale poultry salesmen Persons employed grading and/or	99 6 89 6	94 6 86 6				
Apprentices.	Improvers.		placing plucked poultry in boxes Females employed—	94 6	90 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 fraction of three female receiving not less than per week of 48 hours, or as the case may be.	workers 45s. 6d.	(a) As shop hands (b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or	48 3	45 6				
as the case may ou.	and only may be.	1	boxes of fish or poultry All Others	48 3 84 6	45 6 84 6				

	LOYEES IN FREEZ reezing chamber, th aid for all work (wh										ee who is required g one hour on any hour.
(3) Hou	RS FOR AN ORDINA	RY WEEK'	S WORK	_The ho	ure for c	n ordina	we moole?		-k-11 k.		
(a)	Manager as defined	in clause	/1)	110 10	, u10 101 ¢	an Ordina			впан ве:—		
. (~)	Manageress as defi	ned in clar	170 (1)		• •	• •	••		10.1		
	Foreman having th	neu in etat	ion of 4				• • •	- · · }	48 hours.		
	Shop hands, salesn	e supervis	TOTI OF 4	or more			• • •	• •			
Provide	d that the hours	of one non	sawomen	tioned b			· · ·	ر ۰۰ ا		_	•
do any work	mentioned in sub-cl	n any per	son men	tioned no	erein wh	o in the	ordinary	course	of his or h	er du	ities is required to
ac only work t	monuonea in sau-ci	ause (0) III	ercoi sua	JI DA 44	nonrs.						-
(0)	Block hands, pluck	ers, nueter	s, cleane	rs, or oy	ster oper	iers, labo	ourers ass	isting )			
	wholesale fish	or poultr	y asalesn	ien, pers	ous emi	loyed g	rading a	nd/or }	44 hours.	•	
	placing plucked	pountry in	boxes,	iemales	employed	l at weig	thing, gra	ding,			
	washing, stampir	ig, brandin	g or fillin	g cartons,	, moulds c	or boxes o	ffish or po				
(c)	All others	• •		• •					44 hours.		
(4) Too	ES OF BEGINNING A	ND ENDIN	a Wong								
				_							
Per	sons employed in c										
	(a) The sale h	y retail of	poultry	, fish or	game :-						
		•		•	0			Tt	me of beginning		Time of ending.
	Friday					• •			6.30 a.m.	٠,.	9 p.m.
	Saturda								6.30 a.m.		1 p.m.
	Other of								6.30 a.m.		6.30 p.m.
	(b) Packing ar	d processir	ig fish by	refrigera	tion :—					• •	0.50 р.ш.
	Saturds	y	٠., ١						8 a.m.		19 20
	Other d	avs				••			8 a.m.	• •	12.30 p.m.
	(c) Preparing						••	• • •	о а.ш.	• •	8 p.m.
	Saturda								7		** **
	Other of		• • •	- :: •	• • •	• • • •	•••	. ••	7 a.m.		12.30 p.m.
	(d) At any wo					h alamaa	(a) (i) a		7 a.m.		7 p.m.
	hereo	f	uu work	provided	TOT III SUI	D-CIAUSES	(4), (0), a	uu (c)			
	Saturda								4.00		
			• •		•• .	• •	• •	• •	4.30 a.m.	• •	12 noon
4-1 0	Other d	ays	• •		• •	• •	• •		4.30 a.m.		4.30 p.m.

(5) OVERTIME-

Any employee (other than a piece-worker) who worke-

(a) In excess of 9 hours on any one day within the hours provided in clause (4) (employees in rétail shops excepted) ...

(b) In excess of the hours provided for an ordinary week's work in clause (3) (excluding any overtime already provided for in sub-clause (a)) ...

(c) Outside the hours fixed in clause (4).

Shall be paid for such excess or for work outside such hours at the rate of time and a half.

(6) 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

(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 (19) (a); 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.

- (7) Time Rates.—Any person employed between midnight Saturday 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 33\frac{1}{2} 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.
- (8) Meal Allowance.—Any employee (whether on time wages or piece-work) who is required to work for more than one hour after the usual closing time of the factory, shop, or place shall be paid is. 6d. as a meal allowance for each day that such extra time is worked. This Clause shall not apply to employees of wholesale fish auctioneers.
- (9) MEAL INTERVALS.—(a) Employees (other than piece workers) employed by wholesale fish auctioneers shall be allowed a meal interval of not less than half an hour, or more than one hour between 7.30 a.m. and 9 a.m. If such employees are required to work more than five hours after the completion of their first meal interval they shall be allowed a further interval of half an hour, and a meal shall be provided by the employer.
- (b) Employees other than those employed by wholesale fish auctioneers shall receive a meal interval of not less than one half-hour, and not more than one hour. Such meal interval shall not be required to be taken earlier than three hours or later than five hours of commencing work.
- (10) Work to be Continuous.—The work of employees engaged in the preparation of fish shall with the exception of meal intervals as provided in clause (9) be continuous.
- (11) WAITING TIME.—Employees (other than employees working in connexion with the preparation of fish) who are kept waiting before commencing work for a period in excess of two hours shall be paid for such excess at time rates according to the class of work to be done.
- (12) LIFTING OF HEAVY BOXES OF FISH.—No employee shall be required to lift unassisted, boxes of fish exceeding 100 lb. in
- (13) CLOTRING ALLOWANCE.—Where, in conformity with the custom of the trade or required by law, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid is. 9d. per week in addition to the ordinary rate.
- (14) 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.
- (15) 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 such inspection is made during working hours.
- (16) DINING AND CHANGING ROOM.—A dining-room, and changing-room, together with adequate facilities for washing, and for boiling water for making tea shall be provided in all places (other than retail shops) in which two or more persons are employed preparing fish or poultry for trade or sale.
- (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 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—

```
3½d. per pair
(i) Roughing fowls by hand
                                                                                                                                                                                    . . .
        Roughing fowls by machine ...
Stumping fowls the same day as they are roughed by hand
Stumping fowls, which have been put away overnight, or for a longer
period, after being roughed
Stumping fowls which have been roughed by a machine ...
Plucking fowls
                                                                                                                                                                                                    3d. per pair
3d. per pair
                                                                                                                                                                                                   4d. per pair
4d. per pair
7d. per pair
7dd. per pair
11dd. per pair
18. 3d. per pair
18. 1d. per pair
18. 1d. per pair
       Plucking fowls

Plucking ducks, where wings are not plucked right out

Plucking ducks, where wings are required to be plucked right out

Plucking Muscovy drakes (redheads)

Plucking turkey hens

Plucking turkey cocks

Plucking reese
                                                                                                                                                                                         • •
        Plucking geese
Plucking teal
Plucking black duck
Plucking blue wing
Plucking mountain duck
Plucking pigeons and small birds
Plucking resil
                                                                                                                                                                                                      la. ld. per
                                                                                                                                                                                                     4d. per pair

5d. per pair

4d. per pair

5d. per pair
                                                                                                                                                                                         ••
                                                                                                                                                                                                                                                                         Plus 18 per cent.
                                                                                                                                                                                                     3d. per pair
3d. per pair
7d. per pair
3d. per pair extra
        Plucking pigeons and small birds
Plucking quail
Plucking pheasants
Drawing and trussing fowls or ducks
Drawing and trussing geese.
Drawing and trussing turkeys
*Blooding couta
*Splitting couta
*Scaling and cleaning salmon
*Scaling and cleaning bream, flathead, trout, and all other medium fish
                                                                                                                                                                                                      6d. per pair extra
                                                                                                                                                                                                      9d. per pair extra
9d. per large box
1s. per large box
1s. 6d. per large box
                                                                                                                                                                                                      2s. 6d. per large box
3s. per large box
3d. per dozen
6d. per dozen
         fish
*Cleaning garfish, flathead, mullet, and all other very small fish
*Cleaning whiting
*Filleting whiting
*Cleaning flounders
Trimming chesh
                                                                                                                                                                                                       3d. per dozen
6d. per box
          Trimming shark .. Skinning and trimming shark
                                                                                                                                                                  ..
                                                                                                                                          • •
                                                                                                                                                                   ٠.
                                                                                                                                                                                                        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.