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Factories and Shops Acts.

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, FRANCIS ANTHONY MARZORINI, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, and in consequence of the provisions of a Determination of the Wages Board referred to hereunder, hereby issue an adjusted Determination showing adjusted rates to operate from the beginning of the first pay period to commence in August, 1940, as set out hereto:—

Dated at Melbourne, this  
31st day of July, 1940.

F. A. MARZORINI,  
Secretary for Labour.

### SHOPS BOARD No. 3 (BUTCHERS)\*

Clauses 2 (a) and 2 (b) of the Determination published in Government Gazette No. 150 of the 4th May, 1940, shall be replaced by the following clauses:—

(2A)

#### APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Butchers or Meat Markets within the Metropolitan District and such portion of the city of Sandringham as is not within the said Metropolitan District.

Apprentices and Improvers not elsewhere included.

Weekly Wage.				Apprentices.		Weekly Wage.	
				Five Year Terms.		£ s. d.	
1st year's experience	..	..	..	First year	..	0	15 6
2nd ..	..	..	..	Second year	..	1	0 6
3rd ..	..	..	..	Third year	..	1	17 6
4th ..	..	..	..	Fourth year	..	2	13 6
5th year	..	..	..	Fifth year	..	3	9 6
			Minimum wage				
				Four Year Terms.		£ s. d.	
				First year	..	0	17 6
				Second year	..	1	12 0
				Third year	..	2	13 6
				Fourth year	..	3	9 6

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.

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.

#### EMPLOYMENT OF MALE JUNIORS.

(a) In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such Commission.

(b) In all other areas covered by this Determination un-apprenticed juniors may be employed on the following terms:—  
After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labour.

\* (Published in lieu of adjusted Determination appearing in Gazette No. 282 of 7th August, 1940, at pages 2994 and 2995.)

SHOPS BOARD No. 3 (BUTCHERS)—continued.

APPRENTICES AND IMPROVERS—continued.

Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		Apprentices and Improvers not elsewhere included.	
	Weekly Wage.	The wage rates of unapprenticed junior labour shall be as follows:—	
IMPROVERS.	£ s. d.		Weekly Wage.
Under 18 years .. .. .	2 11 6	First six months' experience .. .. .	0 15 6
18 years and under 19 years .. .. .	3 0 9	Second six months' experience .. .. .	1 0 6
19 years and under 20 years .. .. .	3 7 0	Second year's experience .. .. .	1 9 6
20 years .. .. .	Minimum wage	Third year's experience .. .. .	2 0 6
		Fourth year's experience .. .. .	2 18 9
		Fifth year's experience and until reaching the age of 21 years .. .. .	3 12 0

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).  
One improver to every five drivers receiving not less than the minimum wage.

PROPORTION OF JUVENILES AND APPRENTICES.  
The number of apprentices or unapprenticed juniors employed in any one shop, whether consisting of a factory only or a shop and factory combined, shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop or factory shall be treated as an adult for the purpose of this Clause.

(2b)

OTHER EMPLOYEES.

	Weekly Wage.		
	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 Moorparanah and Peak Ridings of the Shire of Corio.
	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.
	£ s. d.	£ s. d.	£ s. d.
<b>ABATTOIRS OR MEAT MARKETS.</b>			
Tacklemen .. .. .	6 3 0	.. .. .	.. .. .
Slaughtermen .. .. .	5 14 0	.. .. .	.. .. .
Head and Feet Boners .. .. .	5 0 0	.. .. .	.. .. .
Scalders .. .. .	5 0 0	.. .. .	.. .. .
Meat Lumpers .. .. .	4 17 6	.. .. .	.. .. .
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down) .. .. .	4 14 0	.. .. .	.. .. .
General labourers .. .. .	4 11 6	.. .. .	.. .. .
<b>RETAIL SHOPS.</b>			
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week .. .. .	.. .. .	5 7 0	5 10 0
Employee who does slaughtering for 24 hours or less in a slaughterhouse associated with a butcher's shop—			
Whilst employed on such work .. .. .	.. .. .	5 7 0	5 10 0
Whilst employed on other work .. .. .	.. .. .	At the rates prescribed for such work.	
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne. Definition:—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.	.. .. .	5 17 0	6 0 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays .. .. .	5 8 0	5 5 0	5 8 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop .. .. .	5 5 0	5 2 0	5 5 0
Ordermen who deliver but do not cut meat .. .. .	4 12 0	4 9 0	4 12 0
All others .. .. .	4 10 0	4 7 0	4 10 0
Definition:—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchery and is not exclusively employed in the making of small goods.			
<b>SMALL GOODS SECTION.</b>			
Men employed principally on mixing machines .. .. .	5 8 0	5 5 0	5 8 0
Fillermen .. .. .	5 1 0	4 18 0	5 1
Small goods maker, small goods sellers from cart who collect cash, boners, salters, scalders and cookers .. .. .	5 0 0	4 17 0	5 0 0
Packing-room hands .. .. .	4 14 0	4 11 0	4 14 0
Linkers and table hands .. .. .	4 14 0	4 11 0	4 14 0
All others .. .. .	4 10 0	4 7 0	4 10
<b>CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS.</b>			
<b>Drivers of Motor Vehicles—</b>			
Not exceeding 25 cwt. capacity .. .. .	4 13 6	4 10 6	4 13 6
Exceeding 25 cwt. but not exceeding 3 tons capacity .. .. .	4 17 6	4 14 6	4 17 6
Exceeding 3 tons capacity .. .. .	5 1 6	4 18 6	5 1 6
<b>Horse Drivers—</b>			
One horse .. .. .	4 11 0	4 8 0	4 11 0
Two horses .. .. .	4 13 6	4 10 6	4 13 6
Three horses .. .. .	4 15 6	4 12 6	4 15 6
Head stableman (if more than one employed) .. .. .	4 9 0	4 6 0	4 9 0
Other stablemen or grooms .. .. .	4 5 0	4 2 0	4 5 0

SHOP'S BOARD No. 3 (BUTCHERS)—continued.  
OTHER EMPLOYEES—continued.

	Weekly Wage.		
	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 Moorparryal 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.
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 Drivers who, during the day, are engaged in carting blood manure or offensive offal }	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 are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October .. .. .	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April .. .. .	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).			
	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity .. .. .	4 13 6	4 10 6	4 13 6
Exceeding 25 cwt. but not exceeding 3 tons .. .. .	4 17 6	4 14 6	4 17 6
Exceeding 3 tons capacity .. .. .	5 1 6	4 18 6	5 1 6
Horse Drivers—			
One horse .. .. .	4 11 0	4 8 0	4 11 0
Two horses .. .. .	4 13 6	4 10 6	4 13 6
Three horses .. .. .	4 15 6	4 12 6	4 15 6

Clauses (3) to (46) inclusive of the Determination published in *Government Gazette* No. 150 of the 4th May, 1940, shall remain in force.

