

[1895]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 287]

WEDNESDAY, MARCH 23.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD NO. 3 (BUTCHERS).

NOTES.—1. This Determination applies to the whole of the State of Victoria.

2. Butchering and/or Small Goods Making were proclaimed on the 9th October, 1939, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne.

3. By Order in Council, dated the 13th October, 1941, the Shops Board No. 4 (Butchers, Country), and the Shops Board No. 5 (Butchers, Provincial) were each deprived of its power and such power was conferred exclusively on the Shops Board No. 3 (Butchers).

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 as from the beginning of the first pay period to commence on or after the 17th November, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### 2. (A) EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

(i) Until the beginning of the first pay period to commence in February, 1949.

*Division A.—Abattoirs or Meat Markets Within the Metropolitan District.*

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen .. .. .	10 4 0	6 0	10 10 0
Slaughterman .. .. .	9 12 0	6 0	9 18 0
Head and Feet Boners .. .. .	8 6 6	3 0	8 9 6
Scalders .. .. .	8 6 6	3 0	8 9 6
Meat Lumpers .. .. .	8 3 0	3 0	8 6 0
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down) .. .. .	7 19 0	3 0	8 2 0
General labourers .. .. .	7 16 0	3 0	7 19 0

\* THE Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

2. (A)—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O. Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
<i>Division B.—Retail Shops.</i>			
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	8 12 6	8 19 0	8 12 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work	8 12 6	8 19 0	8 12 6
Whilst employed on other work	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	8 17 0	9 3 6	8 17 0
<i>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</i>			
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher	8 11 0	8 17 6	8 11 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	8 5 0	8 11 6	8 5 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	8 2 0	8 8 6	8 2 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	8 4 6	8 11 0	8 4 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	7 9 0	7 15 6	7 9 0
All others	7 7 0	7 13 6	7 7 0
<i>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, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.</i>			
<i>Division C.—Small Goods Section.</i>			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	8 12 6	8 19 0	8 12 6
Employees who do slaughtering 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work	8 12 6	8 19 0	8 12 6
Whilst employed on other work	At the rates prescribed for such work.		
Men employed principally on mixing machines and/or responsible for making of small goods	8 10 0	8 16 6	8 10 0
Fillermen	8 0 6	8 7 0	8 0 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	8 4 6	8 11 0	8 4 6
Packing-room hands	7 14 6	8 1 0	7 14 6
Linkers and table hands	7 13 6	8 0 0	7 13 6
All others	7 7 0	7 13 6	7 7 6
<i>Division D.—Carters and Drivers Employed in or in Connexion with Abattoirs or Meat Markets.</i>			
<i>Drivers of Motor Vehicles—</i>			
Not exceeding 25 cwt. capacity	7 18 6	8 6 6	7 15 0
Exceeding 25 cwt. but not exceeding 3 tons capacity	8 3 6	8 11 6	8 0 0
Exceeding 3 tons capacity	8 8 6	8 16 6	8 5 0
<i>Horse Drivers—</i>			
One horse	7 15 6	8 3 6	7 12 0
Two horses	7 18 6	8 6 6	7 15 0
Three horses	8 1 0	8 9 0	7 17 6
Head stableman (if more than one employed)	7 13 0	8 1 0	7 10 6
Other stablemen or grooms	7 8 0	7 16 0	7 4 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	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
<i>Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—</i>			
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

2. (A)—continued.

Division E.—Carters and Drivers (Not Elsewhere Included).

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	All other Parts of Victoria.
	At Yallourn.		
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity .. .. .	7 12 0	7 18 6	7 12 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	7 16 0	8 2 6	7 16 0
(iii) exceeding 3 tons capacity but under 6 tons capacity .. .	7 19 0	8 5 6	7 19 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse .. .. .	7 7 0	7 13 6	7 7 0
(ii) two horses .. .. .	7 12 0	7 18 6	7 12 0
(iii) three horses .. .. .	7 15 0	8 1 6	7 15 0
(iv) four horses .. .. .	7 17 0	8 3 6	7 17 0

(11) Thereafter the rates prescribed in Divisions A.B.C.D. and E., shall be increased by 3s.

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

(1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.

Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.

Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.

(2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.

(3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.			Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		
	Weekly Wage.			Weekly Wage.	
	Until the Beginning of the First Pay Period to Commence in February, 1949.	Thereafter.		Until the Beginning of the First Pay Period to Commence in February, 1949.	Thereafter.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
1st year's experience ..	3 8 6	3 10 6	Under 18 years ..	4 12 0	4 14 6
2nd year's experience ..	4 3 0	4 5 0	18 years and under 19 years	5 9 0	5 12 0
3rd year's experience ..	4 15 0	4 17 6	19 years and under 20 years	6 0 6	6 3 6
4th year's experience ..	6 6 0	6 9 0	20 years .. .. .	Minimum Wage	Minimum Wage
5th year's .. .. .	Minimum Wage	Minimum Wage			

**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.

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.

## 2. (C)

## APPRENTICES NOT ELSEWHERE INCLUDED.

NOTE.—The rates prescribed in columns lettered "A" are payable until the beginning of the first pay period to commence in February, 1949; thereafter the rates prescribed in columns lettered "B" shall be payable.

	Rate.		Loading (Constant).	War Loading.	Total.	
	Per Week.		Per Week.	Per Week.	Per Week.	
	A.	B.			A.	B.
	£ s. d.	£ s. d.	s. d.	s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>						
First year .. .. .	1 16 6	1 17 6	2 0	1 0	1 19 6	2 0 6
Second year .. .. .	2 9 6	2 10 6	2 0	1 6	2 13 0	2 14 0
Third year .. .. .	3 12 6	3 14 0	4 0	2 0	3 18 6	4 0 0
Fourth year .. .. .	4 13 0	4 15 6	5 0	2 6	5 0 6	5 3 0
Fifth year .. .. .	6 2 0	6 5 0	5 6	3 0	6 10 6	6 13 6
<i>Four-year Term</i>						
First year .. .. .	2 3 6	2 4 6	2 0	1 0	2 6 6	2 7 6
Second year .. .. .	3 1 6	3 3 0	3 0	1 6	3 6 0	3 7 6
Third year .. .. .	4 13 0	4 15 6	5 0	2 6	5 0 6	5 3 0
Fourth year .. .. .	6 2 0	6 5 0	5 6	3 0	6 10 6	6 13 6

(i) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship body 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 State Apprenticeship body. Provided that any lad commencing at 17 years of age shall be apprenticed only for a four-year term.

(ii) In those portions of the State of Victoria not covered by sub-clause (i) hereof, male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows:—

*Saving.*

- (a) This sub-clause shall not apply to male juniors at present employed in the industry, but any such junior may, if agreed upon between the employer, his parents and himself, come within the scheme contained herein, and, in the event of his so doing, the period for which the junior has been employed in the industry shall be counted as time served under apprenticeship and in his indenture he shall be credited with such time.

*Contract of Apprenticeship.*

- (b) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

*Probationary Period.*

- (c) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

*Tuition During Apprenticeship.*

- (d) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

*During the first year:* Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

*During the second year:* Breaking up hindquarter of beef and hanging same and boning.

*During the third year:* Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

*During the fourth and fifth years:* Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

- (2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

*During the first year:* Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

*During the second year:* Felting and legging sheep and necking off; dressing pigs and calves.

*During the third year:* Grounding; backing off; sawing down.

*During the fourth and fifth years:* Quartering; making tallow; caring for hides; care of yards generally.

*Period of Apprenticeship.*

- (e) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

*Wages.*

- (f) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

*Conditions of Employment.*

- (g) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms:—

- (a) 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 labor.

- (b) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parent or guardian and his employer.

NOTE.—The rates prescribed in columns lettered "A" are payable until the beginning of the first pay period to commence in February, 1949; thereafter the rates prescribed in columns lettered "B" shall be payable.

(iv) The wage rates of unapprenticed junior labor shall be as follows :—

	Rate.		Loading (Constant).	War Loading.	Total.	
	Per Week.		Per Week.	Per Week.	Per Week.	
	A.	B.			A.	B.
	£ s. d.	£ s. d.	s. d.	s. d.	£ s. d.	£ s. d.
First year .. .. .	2 3 6	2 4 6	2 0	1 0	2 6 6	2 7 6
Second year .. .. .	2 16 0	2 17 6	2 6	1 0	2 19 6	3 1 0
Third year .. .. .	3 15 6	3 17 6	4 0	2 0	4 1 6	4 3 6
Fourth year .. .. .	5 3 0	5 5 6	4 6	2 6	5 10 0	5 12 6
Fifth year .. .. .	6 4 0	6 7 0	6 0	3 0	6 13 0	6 16 0

(v) Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in his first year and the third year rate in his second year and so on.

*Proportion of Apprentices and Improvers.*

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

**PROVISIONS APPLICABLE TO PERSONS (OTHER THAN MEAT LUMPERS AND CARTERS AND DRIVERS) EMPLOYED IN ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.**

**WEEK'S WORK FOR SLAUGHTERMEN.**

3. The maximum amount of work to be done by slaughtermen in any week shall be—

Sheep and/or Lambs.			Beef.
During July, August, September and October.		Other Months.	
Woolly Sheep.	Other Sheep and/or Lambs (including Ram Lambs).	Sheep and/or Lambs (including Ram Lambs).	Carcasses.
295 with a maximum of 64 per day on Monday to Friday inclusive and 22 on Saturday	315 with a maximum of 68 per day on Monday to Friday inclusive and 24 on Saturday	315 with a maximum of 68 per day on Monday to Friday inclusive and 24 on Saturday	49 with a maximum of 11 per day on Monday to Friday inclusive and 4 on Saturday  Provided that the daily quota of beef carcasses where men work in a team shall be ascertained by dividing the number of carcasses slaughtered by the number of men in the team

Where on any day a slaughterman is engaged in mixed killing, he shall not exceed the equivalent of eleven beef carcasses on the basis that one beef carcass equals six woolly sheep or six and one third other sheep and/or lambs (including ram lambs).

Each beast slaughtered for kosher purposes shall count for the purposes of the tally as one and a third.

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.

**HOURS.**

4. The number of hours to constitute an ordinary week's work shall be 40.

The hours of work on any day shall be continuous except for a meal interval of one hour which shall be allowed between the hours of 12 noon and 1.30 p.m. on Monday to Friday inclusive.

**TERMS OF ENGAGEMENT.**

5. All employees (other than casuals) shall be paid the full weekly wage fixed herein irrespective of the hours worked not exceeding the weekly hours fixed.

**EMPLOYEE'S WEEK.**

6. When any employee is engaged for a week's work, each week shall commence from the day on which he is engaged.

**TIMES OF BEGINNING AND ENDING WORK.**

	Time of beginning.	Time of ending.
Slaughtermen—	{ 7.30 a.m. .. .. .	4.40 p.m., Monday to Friday inclusive.
	{ 7.30 a.m. .. .. .	10.40 a.m., Saturday.
All other persons—	{ 7.30 a.m. .. .. .	5 p.m., Monday to Friday inclusive.
	{ 7.30 a.m. .. .. .	11 a.m., Saturday.

**OVERTIME.**

8. The following rate shall be paid for overtime :—

Within the hours fixed as the times of beginning and ending work in excess of the number of hours fixed for a week's work .. .. .	} Time and a half.
Outside the hours fixed as the times of beginning and ending work .. .. .	

## TEA MONEY.

9. Any employee required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that he would be required so to work shall be paid the amount of two shillings in addition to any overtime payment to which he may be entitled.

## CASUAL LABOUR.

10. 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:—

Slaughtermen	..	..	..	32s. 11d. per day (Monday to Friday inclusive) and 16s. 7d. on Saturday.
Labourers	..	..	..	23s. 3d. per day.

## PAYMENT FOR HOLIDAYS.

11. Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay:—  
Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day.

## SPECIAL RATE FOR SUNDAY AND HOLIDAYS.

12. Double time shall be the special rate payable for all work done on Sunday and the holidays mentioned in clause 11, 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.

## NOTICE TO WORK ON HOLIDAYS.

13. 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.

## SICK LEAVE.

14. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than six days in each year or a proportionate less time during any shorter period of employment.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purposes of this sub-clause year shall be deemed to commence on 10th June, 1943.

## ANNUAL HOLIDAYS.

15. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* No. 5111 and any amendments which may be made thereto from time to time.

## SMOKO INTERVAL.

16. All employees shall be allowed twenty minutes smoko each forenoon and afternoon without deduction of pay.

## PAYMENT OF WAGES.

17. Wages shall be paid not later than Friday in each week, and must be paid during working hours.

## TERMINATION OF EMPLOYMENT.

18. 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 employee.

Provided that this clause shall not apply to tacklemen, slaughtermen, or labourers.

## STOP WORK MEETINGS.

19. 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.

## TIME BOOK FOR SLAUGHTERMEN.

20. Every slaughterman shall indelibly record daily his correct time of beginning and ending work, also the daily tally of work performed by him in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australasian Meat Industry Employees Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

## TREATMENT OF INJURED STOCK.

21. (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.

## HANDLING OF CONDEMNED CARCASSES.

22. The employer shall provide ample quantities of hot water, soap and disinfectant (such as cyllin, ixol, &c.) for the use of employees required to handle carcasses of animals condemned by meat inspectors as unfit for human consumption because of disease.

## GRINDSTONE.

23. An employer shall provide grindstones in the proportion of one grindstone to every 20 slaughtermen employed by him.

## WATERPROOF CLOTHING.

24. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged scalding and picking tripe. Canvas aprons shall be provided to head boners and employees treating offal. Such boots and aprons shall remain the property of the employer.

## KNIVES TO BE SUPPLIED.

25. Knives which shall remain the property of the employer shall be supplied under the following conditions to labourers when necessary for the performance of their duties :—

- (i) They shall be returned to the employer on termination of the employment or at the end of the season.
- (ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

## PROVISIONS APPLICABLE TO MEAT LUMPERS EMPLOYED WITHIN THE METROPOLITAN DISTRICT.

## Hours.

26. (a) The market trading hours at the Meat Market are as follows :—

Monday	..	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Tuesday	..	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Wednesday	..	..	..	..	..	..	..	..	..	5 a.m. to 12 noon.
Thursday	..	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Friday	..	..	..	..	..	..	..	..	..	4.30 a.m. to 4 p.m.
Saturday	..	..	..	..	..	..	..	..	..	6 a.m. to 10 a.m.

(b) When an employee is available for work during the meat trading hours, such hours shall be accounted as hours worked by him.

All work done in excess of nine hours on Monday to Thursday inclusive, and in excess of nine and a half hours on Friday, and in excess of four hours on Saturday, and in excess of 40 hours in any one week, shall be paid for at overtime rates, provided that a meat lumpers who starts work at or after 8 a.m. and is employed during the afternoon shall not come under the provisions of the first and second paragraphs of this clause, and he shall be paid at overtime rates for all work done in excess of nine hours on Monday to Friday inclusive or in excess of four hours on Saturday or in excess of 40 hours in any one week.

(c) One hour shall be allowed each day for a meal between 8 a.m. and 10 a.m., and on Friday one hour also between noon and 2 p.m., but for the meat lumpers who commences work at 8 a.m. the hour shall be between 12 noon and 2 p.m.

(d) Hours of duty shall be continuous except for meals.

(e) No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

## CASUAL EMPLOYEE.

27. A casual employee is one who is employed from day to day and shall be paid at ordinary rates plus 10 per cent.

## WEEKLY ENGAGEMENT.

28. Except in the case of casual employees all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

Employment shall be terminated only by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

## SICK LEAVE.

29. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than six days in each year or a proportionate less time during any shorter period of employment.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purposes of this sub-clause year shall be deemed to commence on 10th June, 1943.

## OVERTIME.

30. (a) If required for duty on any holiday, half-holiday, Saturday afternoon or Sunday, all employees shall be entitled to pay at double the ordinary rate per day.

(b) If required for duty on other days beyond the hours per day prescribed, all employees shall be entitled to pay at the rate of time and a half.

(c) Where overtime has been earned by an employee for working after the number of hours prescribed as a day's work, such overtime shall be paid to him in addition to his weekly wage, but the hours on which overtime has been earned shall not be counted in computing the working hours of the week.

## ANNUAL HOLIDAYS.

31. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* No. 5111 and any amendments which may be made thereto from time to time.

## PAYMENT FOR HOLIDAYS.

32. Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay :—  
Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day.

## SMOKO.

33. Employees shall be given two smokos of ten minutes' duration on each day Monday to Friday and one of ten minutes duration on Saturday at times fixed by the employer.

## PAY DAY.

34. Wages shall be paid not later than Friday in each week in the employer's time.

## GENERAL CONDITIONS OF EMPLOYMENT.

35. All employers shall keep a time and wages book in which shall be entered the names of all employees, the hours worked and the wages received. Such book shall be opened for inspection during reasonable hours by the Secretary of the Australasian Meat Industry Employees Union.

**PROVISIONS APPLICABLE TO CARTERS AND DRIVERS EMPLOYED IN CONNEXION WITH ABATTOIRS AND MEAT MARKETS IN ALL AREAS TO WHICH THIS DETERMINATION APPLIES.**

**HOURS OF WORK.**

36. The hours of duty of employees shall not (without payment for overtime) exceed 40 hours per week, and the daily hours shall not (without payment for overtime) exceed 9 hours 40 minutes on Monday to Friday, and 6 hours on Saturday.

Except as provided by Clause 2 (A) and except in the case of stablemen and grooms, such daily hours shall be worked between 7 a.m. and 6 p.m. on Monday to Friday, and 7 a.m. and 1 p.m. on Saturday.

The hours of duty on any day shall be continuous except for meal intervals.

No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

**OVERTIME.**

37. All time worked in excess of 9 hours 40 minutes on Monday to Friday, and in excess of 6 hours on Saturday, or in excess of 40 hours per week, shall be paid for at the rate of time and a half.

**WEEKLY ENGAGEMENT.**

38. Except in the case of casual employees, all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours specified.

Any weekly employee not attending for duty shall lose his pay for the actual time of such non-attendance, unless he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence.

Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than six days in each year.

Employment shall be terminated only by a week's notice on either side such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

**CASUAL EMPLOYEES.**

39. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed as a week's work) shall be paid one-sixth of the weekly wage for the class of work they perform, plus 2s. for each day or part of a day on which they are employed.

Where a casual employee is required to perform more than one kind of function on any one day, he shall be paid for the whole day at the highest rate prescribed for any of the functions.

**HOLIDAYS.**

40. Employees, other than casuals, shall be entitled to the following holidays without deduction of pay:—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, and Butchers' Picnic Day.

Provided that within the Metropolitan District, Melbourne Cup Day shall be observed as a holiday in lieu of King's Birthday.

**SUNDAY AND HOLIDAY RATES.**

41. (a) Except as hereinafter provided, all time of duty on Sunday and Public Holidays herein prescribed shall be paid for at the rate of double time, that is two days' pay on Sunday, and one day's pay on public holidays in addition to the weekly wage.

(b) Stablemen and grooms, part of whose duties are to feed and attend to horses every day, shall not be entitled to any extra pay for working on Sunday if they are allowed one clear day's rest in seven. If they work on seven days in one week they shall be entitled to Sunday rates for work done on Sunday.

Stablemen and grooms shall not be entitled to any extra pay for work done on public holidays if engaged in the performance of their ordinary duties.

Stablemen and grooms who are 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.

(c) 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 Sunday work at the ordinary rate paid for the other six days of the week.

**MINIMUM OF WORK ON A SUNDAY OR A HOLIDAY.**

42. Any employee required to work on a Sunday or a holiday as prescribed in clause 41 shall be entitled to four hours' pay at double rates provided that he is available for work during such four hours.

**NOTICE TO WORK ON HOLIDAYS.**

43. Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee required to work on a public holiday prescribed in this Determination.

**MIXED FUNCTIONS.**

44. Where an employee performs on any day functions of a mixed character, he shall be paid for that day at the rate applicable to the function for which the highest rate is payable.

**PAYMENT OF WAGES.**

45. Wages shall be paid not later than Friday in each week in the employer's time.

**PROVISIONS APPLICABLE TO ALL OTHER PERSONS.**

**CASUAL EMPLOYEES.**

46. (a) A casual employee, that is, an employee who is not employed for a full week, shall be paid one-fortieth of the weekly wage prescribed in this Determination for the class of work he performs, plus 15 per cent. of such daily rate for each day or part of a day on which he is employed. For time worked in excess of 8 hours on any one day, time and a half rates shall be paid.

(b) Where a casual employee is required to perform more than one class of work on any one day, he shall be paid for the whole of that day at the highest wage prescribed in this Determination for any of the work which he performs.

(c) In addition to the rate payable under sub-clause (a) hereof casual employees shall be paid all fares above 4d. per day reasonably and necessarily incurred.



## SPECIAL RATES AND ALLOWANCES.

47. Where an employee is temporarily transferred during working hours from one shop or factory to another the employer shall pay such employee all costs of transit and travelling time.

## LIMITATION OF FEMALE LABOUR IN RETAIL BUTCHERS SHOPS.

48. Except as provided in this clause no female shall be engaged to work or be employed in a retail butcher's shop: Provided that an employer may engage one or more females to act as a cashier or cashiers and to perform general clerical work in any shop the number so engaged not to exceed that necessarily required to perform such work in such shop: Provided further that a female having been so engaged may perform the following work in addition to her duties as cashier or clerk:—

- (a) wrap meat or small goods in either paper or cartons;
- (b) divide sausages, frankfurts or other small goods and for this purpose may use a knife for cutting purposes;
- (c) sell goods already prepared but not fresh uncooked meat; and
- (d) sell fresh uncooked meat at any time in which all male employees in such shop are necessarily absent therefrom because of the lunch period or other good reason and only during any such time but not otherwise may use a knife for the purpose of cutting fresh uncooked meat.

## HOURS.

49. (a) In retail butchers' shops and smallgoods factories and in abattoirs outside the metropolitan area of Melbourne the ordinary working hours shall not exceed in number 40 per week.

(b) The hours shall be worked on five days of the week, Monday to Friday inclusive, during the months of April, May, June, July, and August, in each year and in five and a half days, Monday to Saturday inclusive, during the months of September, October, November, December, January, February and March in each year.

(c) No time worked on a Sunday shall be reckoned as part of such ordinary hours.

(d) (i) Each daily period of work comprised in such ordinary working hours shall be unbroken except by prescribed meal intervals.

Provided that where an employer satisfies the Wages Board that he had prior to the 12th day of May, 1942, fixed the ordinary starting time at 7 a.m. and that it was the practice for his employees to have a break of one hour for breakfast commencing before 10 a.m. without pay and such practice was either expressly or by implication agreed to by the employees, the Board shall grant a certificate setting forth the practice of such employer who may thereupon, provided that such starting time is not altered to later than 7 a.m., break the ordinary working hours for such employee for one hour in accordance with such practice as so certified but not otherwise.

(ii) No such daily period of work shall exceed in duration nine hours exclusive of prescribed meal intervals.

(iii) Such daily periods of work shall be so arranged that on at least one day in each week in the month of September, October, November, December, January, February and March, of each year, the employees concerned shall finish their ordinary hours of work not later than 11 a.m.

(e) No time worked before 6.30 a.m. or after 5.30 p.m. on Mondays to Fridays inclusive or before 6.30 a.m. or after 11 a.m. on Saturdays in retail butchers' shops or before 6 a.m. or after 8 p.m. in smallgoods factories, and in country slaughterhouses shall be reckoned as part of such ordinary hours.

(f) (i) Subject to compliance with the foregoing provisions and with those hereinafter contained the employer shall for any of his employees fix each day's starting and finishing times of ordinary hours of work (inclusive of special starting and finishing times for any day next preceding a public holiday) observed by him for the employee concerned.

(ii) The employer shall state such times in advance in a notice which shall be permanently posted in his establishment so as to be at all times accessible and visible to the employee concerned.

(iii) The employer may from time to time substitute other starting and finishing times if, not less than a week in advance of the substituted times, he states such times in a notice posted so as to be visible at all times to the employees concerned together with the next previous notice concerning such times.

(iv) Every fixation of starting and finishing times shall be made in respect of a period which shall not be less than a week in length.

## MEAL INTERVALS.

50. (a) Each employee shall be granted a meal interval of one hour for lunch on a full working day between noon and 2 p.m.

(b) Except in the case of emergency the time for meal intervals shall not be altered except on 24 hours' notice to the employees concerned.

(c) Employees called upon to start work on any day other than Saturday or the half holiday observed in lieu thereof before 7 a.m. shall be allowed one hour for breakfast to commence before 10 a.m.

(d) Employees called upon to start work before 7 a.m. on a Saturday or the half holiday observed in lieu thereof shall be allowed one half-hour for crib time before 9 a.m. such time to be counted as working time.

(e) Any employee called upon to work during a meal interval shall be paid at overtime rates for the period so employed and such overtime rates shall continue until a meal break is allowed.

(f) No employee shall be called upon to work for more than 5 hours without a break for a meal.

(g) Meal intervals where allowed shall not except as otherwise prescribed be counted as part of the daily or weekly hours worked.

## OVERTIME.

51. (a) All time worked outside the ordinary working hours on any one day shall be deemed to be overtime and shall be paid for at time and a half.

(b) Any employee who is notified that he will be called upon to work overtime and is not so worked shall be paid the meal money above prescribed.

(c) Any time worked between 8 p.m. on Friday and 4 a.m. on Saturday shall be paid for at double time.

(d) All time worked after a quarter of an hour beyond the closing time as fixed on Saturday or the day observed in lieu of Saturday (except attention to horses and livestock) shall be paid for at double rate with a minimum of 15 minutes.

No employee shall be called upon to work overtime in retail butchers' shops after 6 p.m. or after 7 p.m. elsewhere on Mondays to Fridays inclusive without a break of one hour and payment of 2s. 6d. meal money.

(e) An apprentice under the age of 19 years shall not be called upon to work overtime for more than four hours in any one week.

(f) Apprentices over 19 years of age, but under 21 years, shall not be called upon to work more than six hours overtime in any one week.



(c) The time book or time sheet shall, on demand, be produced by the employer for inspection at the place where it is kept at any time between 10 a.m. and 4 p.m. Monday to Thursday inclusive and between 10 a.m. and 1 p.m. on Friday to an official of the Australasian Meat Industry Employees' Union who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Union; or to an official of the Meat and Allied Trades' Federation of Australia who has been authorized, in writing, to inspect the same by the General Secretary of a State Branch of the said Federation.

(d) An inspection shall not be demanded unless the Secretary of the Union or Federation or the District Secretary or Organizer of any division of the Union or Federation suspects that a breach of this Determination is being or has been committed.

(e) Only one demand for such inspection shall be made in any one fortnight at the same establishment and no inspection shall be demanded on a Saturday.

"Provided that one further demand may be made within a fortnight of a previous demand if the secretary, district secretary or organizer certifies in writing that the reason for such further demand is that he suspects that a breach of this Determination is being or has been committed and that such certificate is produced to and a copy thereof handed to the employer or his responsible officer at the time of demanding said further inspection."

(f) The official making an inspection shall be entitled to take a copy of entries in the time book or time sheet relating to the suspected breach of this Determination.

(g) Time books shall be kept for at least 12 months after they have been completed.

#### RIGHT OF ENTRY.

57. A duly accredited representative of the Australasian Meat Industry Employees' Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer;
- (b) That he interviews employees only at the place where they are taking their meal;
- (c) That not more than one representative visit the premises at any one time;
- (d) That not more than one representative visits the same premises more than once in a week; and
- (e) That if any employer alleges that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions such employer may refuse the right of entry but the representative shall have the right to bring such refusal to the Wages Board.

#### CONTRACT OF EMPLOYMENT.

58. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week. Except as may hereinafter be provided an employee, to become entitled to payment on a weekly basis, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected.

(b) Employment other than casual shall be terminated only by a week's notice on either side, and such notice may be given at any time during the week. In lieu of such 40 working hours' notice, the employer may pay 40 hours' wages and vice versa, the employee leaving his or her employment without notice shall forfeit 40 hours' wages which may be deducted from any wages (other than wages for pro rata annual leave or annual leave accrued due but not taken) due. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day on which an employee cannot be usefully employed, because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

#### SICK LEAVE.

59. (a) An employee other than a casual employee who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

(i) he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

- (iA) he shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and as far as practicable state the nature of the injury or illness and the estimated duration of the absence.
- (ii) he shall prove to the satisfaction of his employer (or in the event of dispute, of the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iii) he shall not be entitled in any one year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iii) of this sub-clause an employer may within one month of this Determination coming into operation or within two weeks of the employee entering his employment require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year, and upon such statement the employer shall be entitled to rely and act.

(b) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance, such cost not to exceed 10s. 6d., unless an ambulance is used when the maximum rate shall be the rate charged.

(c) An employer may by agreement with any employee grant such employee a clear week's holiday on full pay in lieu of payment for absence through sickness or, if such additional week's holiday cannot be granted, give one week's pay in lieu thereof.

(d) For the purpose of this clause "year" shall commence on the 1st day of July.

(e) Sick leave if not taken during any year may accumulate so as to provide for sick leave up to 2 weeks after a period of two years and may then be taken at any time during his future employment under the conditions set out in sub-clause (a) (i), (ii) and (iii) above.

MIXED FUNCTIONS.

60. Where an employee performs on any day functions of a mixed character, he shall be paid for that day the wage rate applicable to the function for which the highest rate is payable.

LEAVE TO ATTEND UNION BUSINESS.

61. Leave of absence from work to attend any Union business shall be allowed by the employer to any employee member of the Union named by such Union, provided fair and reasonable notice is given to the employer.

Provided that such leave shall be restricted to one employee at a time in the employment of any one employer and such employee shall not be entitled to payment for the time he is so absent from the employer.

PROTECTIVE CLOTHING, &c.

62. (a) Each employer shall provide protective clothing, including waterproof aprons or boots to employees working under dirty, greasy or wet conditions.

(b) Employees on objectionable work shall be supplied with antiseptic soap.

ACCOMMODATION.

63. Each employer shall supply :—

- (i) Boiling water in sufficient quantities to make an adequate supply of tea for each employee immediately each meal time or rest period commences ;
- (ii) Wash hand basins each with an adequate supply of running water ;
- (iii) In smallgoods factories where females are employed under the terms of the Determination separate lavatory, dining and change rooms shall be provided.
- (iv) Where it is possible for female employees to sit at their work chairs shall be provided by the employer. Such chairs shall be reasonably comfortable and have backs to them.

FIRST AID- OUTFIT.

64. (a) Every shop, slaughterhouse, abattoirs, or factory shall have a first aid chest upon the premises.

(b) Employers shall supply when required reasonable transport to any injured employee without cost to the employee.

MISCELLANEOUS PROVISIONS.

65. (a) Nothing in this Determination shall relieve any employer of his obligation to comply with all relevant requirements of State Acts and Regulations relating to the guarding of machinery and the installation of dust extracting appliances and other Acts relating to industrial hygiene.

(b) In all cases where an employee's clothing, lunch bags or receptacles used for lunches are damaged by fire, or through the use of any corrosive material, compensation shall be granted by the employer.

(c) In cases where an employer requires an employee to wear any special uniform, coat dress or clothing the employer shall provide such uniform, dress, clothing or hats.

NOTICE BOARDS AND POSTING DETERMINATION.

66. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings or other business of the Union. Such notice boards shall be in a prominent position. All such notices shall be signed by the Branch or District Secretary or Organizer of the Union.

(b) A copy of this Determination shall be posted within 28 days of the printing thereof and kept continuously posted in a prominent and accessible place to all employees in each department of the shop, slaughterhouse, abattoirs and factory.

DELIVERY OF MEAT.

67. (a) Deliveries of meat to places other than hospitals, cream or milk waggons, boats, trains, country service cars, bulk meat into shops, hotels, cafes and restaurants shall not be made outside the opening and closing hours of retail shops as the case may be.

(b) An apprentice or juvenile worker shall not be employed on the delivery of meat to householders until he has had three years' experience in the trade.

PERIODICAL ADJUSTMENT OF WAGES.

68. (i) The wages rates set out in clause 2 (A) are based on the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 69.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Industry Loading (Constant).	Total Wage.	Index Number Assigned.
Within 20 miles of G.P.O., Melbourne ..	£ s. d. 5 17 0	s. d. 6 0	s. d. 6 0	£ s. d. 6 9 0	Melbourne
Within 10 miles of G.P.O., Geelong and at Warrnambool—same as contemporaneous basic wage for Melbourne.					
Yallourn—The same amount in excess of Melbourne as at present, viz. :—6s. 6d. per week.					
Elsewhere—(except in Division D which shall be adjusted on the contemporaneous basic wage for Melbourne) .. .. .	5 17 0	6 0	6 0	6 9 0	Five Towns Victoria

(ii) The wages rates of apprentices and improvers in clause 2 (B) shall be adjusted at the same time and proportionately to adjustment of the basic wage prescribed for Melbourne, such adjustments to be to the nearest 6d. half or less than half of 6d. to be disregarded.

(iii) The wages rates of apprentices and improvers in clause 2 (C) shall be adjusted (to the nearest 6d., half or less than half of 6d. to be disregarded) at the same time and proportionately to the wages of adults, but in respect of these employees the adjustment shall be on the six Capital Cities figures, the original basic wage being 104s., and such adjustments shall be on the following rates:—

*Apprentices.*

—	Rate.	Loading (constant).	War Loading.	Total.
	Per Week. £ s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. £ s. d.
<b>Five-Year Term:—</b>				
First year .. .. .	1 13 6	2 0	1 0	1 16 6
Second year .. .. .	2 5 0	2 0	1 6	2 8 6
Third year .. .. .	3 6 0	4 0	2 0	3 12 0
Fourth year .. .. .	4 5 0	5 0	2 6	4 12 6
Fifth year .. .. .	5 12 0	5 6	3 0	6 0 6
<b>Four-Year Term:—</b>				
First year .. .. .	1 19 6	2 0	1 0	2 2 6
Second year .. .. .	2 16 0	3 0	1 6	3 0 6
Third year .. .. .	4 5 0	5 0	2 6	4 12 6
Fourth year .. .. .	5 12 0	5 6	3 0	6 0 6

*Improvers.*

—	Rate.	Loading (constant).	War Loading.	Total.
	Per Week. £ s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. £ s. d.
First year .. .. .	1 19 6	2 0	1 0	2 2 6
Second year .. .. .	2 11 0	2 6	1 0	2 14 6
Third year .. .. .	3 9 0	4 0	2 0	3 15 0
Fourth year .. .. .	4 14 0	4 6	2 6	5 1 0
Fifth year .. .. .	5 14 0	6 0	3 0	6 3 0

## ADJUSTMENT OF BASIC WAGE.

69. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1949, the amounts of the Basic Wage shall be as prescribed in clause 68.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amounts of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

## MARGINS.

70. In addition to the basic wage and loadings prescribed in clause 68 the following marginal rates shall be paid to adult male employees under divisions B, C, and E, of this Determination:—

—	Margin Per Week.
<i>Division B.—Retail Shops.</i>	
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 .. .. .	£ s. d. 2 6 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work .. .. .	2 6 6
Whilst employed on other work the margin prescribed for such work .. .. .	2 11 0
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne .. .. .	2 11 0
<i>Definition</i> — "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	
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher .. .. .	2 5 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays .. .. .	1 19 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop .. .. .	1 16 0
Small goods makers in butchers' shops, boners, salters, scalders, and cooks .. .. .	1 18 6
Ordermen who deliver but do not cut meat and who are not carters and drivers .. .. .	1 3 0
All others .. .. .	1 1 0

MARGINS.—*continued.*

	Margin Per Week.
<i>Division C.—Small Goods Section.</i>	
	<i>£ s. d.</i>
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week .. .. .	2 6 6
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—	
Whilst employed on such work .. .. .	2 6 6
Whilst employed on other work—The margin prescribed for such work.	
Men employed principally on mixing machines and/or responsible for making of small goods .. .. .	2 4 0
Fillermen .. .. .	1 14 6
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	1 18 6
Packing-room hands .. .. .	1 8 6
Linkers and table hands .. .. .	1 7 6
All others .. .. .	1 1 0
<i>Division E.—Carters and Drivers (Not Elsewhere Included).</i>	
Drivers of Motor Vehicles—	
(i) Not exceeding 25 cwt. capacity .. .. .	1 6 0
(ii) Exceeding 25 cwt. capacity, but not exceeding 3 tons capacity .. .. .	1 10 0
(iii) Exceeding 3 tons capacity, but under 6 tons capacity .. .. .	1 13 0
(iv) For each complete ton over 5 tons an extra 1s. per week	
(v) Motor (not being a tractor) drawing trailer 1s. per day extra for each trailer	
Horse Drivers—	
(i) One horse .. .. .	1 1 0
(ii) Two horses .. .. .	1 6 0
(iii) Three horses .. .. .	1 9 0
(iv) Four horses .. .. .	1 11 0

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 20th January, 1949.