



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 714]

TUESDAY, AUGUST 23.

[1949

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this  
19th day of August, 1949.

RAY. H. BEERS,  
Secretary for Labour.

**SHOPS BOARD No. 10 (FISH AND POULTRY).**

Clauses 1 and 18 of Part 1 and clauses 1, 2, and 23 of Part 2 of the Determination published in *Government Gazette* No. 317 of the 26th April, 1949, shall be replaced by the following clauses:—

**PART ONE.**

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

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	47 6	0 9	48 3	46 0	0 9	46 9
16 years of age .. .. .	64 0	1 0	65 0	48 6	0 9	49 3
17 years of age .. .. .	76 6	1 3	77 9	54 0	0 9	54 9
18 years of age .. .. .	99 6	1 6	101 0	59 6	1 0	60 6
19 years of age .. .. .	133 0	2 0	135 0	73 0	1 3	74 3
20 years of age .. .. .	139 6	2 3	141 9	83 0	1 3	84 3

PROPORTION.

MALES.

*Apprentices.*

One male apprentice to every three or fraction of three male workers receiving not less than 174s. per week of 40 hours.

*Improvers.*

One male improver to every four or fraction of four male workers receiving not less than 174s. per week of 40 hours.

FEMALES.

*Apprentices.*

One female apprentice to every three or fraction of three female workers receiving not less than 98s. per week of 40 hours.

*Improvers.*

One female improver to every four or fraction of four female workers receiving not less than 98s. per week of 40 hours.

OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skimmers or boners .. .. .	176 6	3 0	179 6
Grader who grades for the export trade .. .. .	182 0	3 0	185 0
Females employed filling cartons with boned meat .. .. .	96 6	1 6	98 0
All others .. .. .	171 0	3 0	174 0

PIECE-WORK PRICES.

18. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

	Within the hours fixed in clause 2.	Outside the hours fixed in clause 2.
Skinning rabbits (heads off) .. .. .	2s. 6d. per 100	3s. 9d. per 100
Skinning rabbits (heads on) .. .. .	3s. 3d. per 100	4s. 7½d. per 100
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber) .. .. .	1d. per lb.	
Skinning hares .. .. .	9s. 3d. per 100	
	plus 69 per cent.	plus 69 per cent.
	plus 81 per cent.	

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.

Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	44 6	0 9	45 3	35 6	0 9	36 3
16 years of age .. .. .	57 6	1 0	58 6	44 6	0 9	45 3
17 years of age .. .. .	76 0	1 3	77 3	53 0	1 0	54 0
18 years of age .. .. .	94 6	1 9	96 3	68 6	1 3	69 9
19 years of age .. .. .	107 6	2 0	109 6	74 0	1 3	75 3
20 years of age .. .. .	129 6	2 3	131 9	81 6	1 6	83 0

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 162s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 162s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 122s. 9d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 122s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager) .. .. .	188 6	3 0	191 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager) .. .. .	142 6	2 0	144 6
Foreman having the supervision of four or more workers .. .. .	179 6	3 0	182 6
Shop hands (males) or salesmen .. .. .	166 6	3 0	169 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers .. .. .	169 6	3 0	172 6
Wet chain pluckers .. .. .	177 0	3 0	180 0
Labourers assisting—			
(a) Wholesale fish salesmen .. .. .	174 6	3 0	177 6
(b) Wholesale poultry salesmen .. .. .	164 6	3 0	167 6
Persons employed grading and/or placing plucked poultry in boxes .. .. .	169 6	3 0	172 6
Females employed—			
(a) As shop hands .. .. .	126 0	1 9	127 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry .. .. .	128 6	1 9	130 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish .. .. .	121 0	1 9	122 9
All others .. .. .	159 6	3 0	162 6

EMPLOYEES IN FREEZING CHAMBER.

2. Notwithstanding the rates provided in Clause 1, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

PIECE-WORK PRICES.

23. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—  
 (a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

	s.	d.	
(i) Roughing fowls by hand .. .. .	0	3½	per pair
Roughing fowls by machine .. .. .	0	3	per pair
Stumping fowls the same day as they are roughed by hand .. .. .	0	3½	per pair
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed .. .. .	0	4	per pair
Stumping fowls which have been roughed by a machine .. .. .	0	4	per pair
Plucking fowls .. .. .	0	7	per pair
Plucking ducks, where wings are not plucked right out .. .. .	0	7½	per pair
Plucking ducks, where wings are required to be plucked right out .. .. .	0	11½	per pair
Plucking Muscovy drakes (redheads) .. .. .	1	3	per pair
Plucking turkey hens .. .. .	0	8½	per pair
Plucking turkey cocks .. .. .	1	1	per pair
Plucking geese .. .. .	1	1	per pair
Plucking teal .. .. .	0	4	per pair
Plucking black duck .. .. .	0	5	per pair
Plucking blue wing .. .. .	0	4	per pair
Plucking mountain duck .. .. .	0	5	per pair
Plucking pigeons and small birds .. .. .	0	3	per pair
Plucking quail .. .. .	0	3	per pair
Plucking pheasants .. .. .	0	7	per pair
Drawing and trussing fowls or ducks .. .. .	0	3	per pair extra
Drawing and trussing geese .. .. .	0	6	per pair extra
Drawing and trussing turkeys .. .. .	0	9	per pair extra
(ii) *Blooding euta .. .. .	0	9	per large box
*Splitting euta .. .. .	1	0	per large box
*Scaling and cleaning salmon .. .. .	1	6	per large box
*Scaling and cleaning bream, flathead, trout, and all other medium fish .. .. .	2	6	per large box
*Cleaning garfish, flathead, mullet, and all other very small fish .. .. .	3	0	per large box
*Cleaning whiting .. .. .	0	3	per dozen
*Filleting whiting .. .. .	0	6	per dozen
*Cleaning flounders .. .. .	0	3	per dozen
Trimming shark .. .. .	0	6	per box
Skimming and trimming shark .. .. .	2	0	per box

Plus 94 per cent.

\* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 23, sub-clause (a) with the addition of 50 per cent.

Clauses, other than clauses 1 and 18 of Part 1 and clauses 1, 2, and 23 of Part 2, of the said Determination shall remain in force.

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Factories and Shops Acts.

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this  
19th day of August, 1949.

RAY. H. BEERS,  
Secretary for Labour.

### STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3, 4 (a), 4 (b), 4 (c), and 4 (d) of Part I, and clause 24 of Part III of the Determination published in *Government Gazette*, No. 514 of the 9th June, 1949, shall be replaced by the following clauses:—

#### PART I.

#### WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2.

#### APPRENTICES AND IMPROVERS.

	Wages Per Week of 40 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	103 9	33 6	39 9	36 6	33 6	<p><b>APPRENTICES.</b></p> <p>One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p><b>MALE IMPROVERS.</b></p> <p><i>Egg Packing Establishments.</i></p> <p>One male improver to every two or fraction of two male workers receiving not less than 155s. per week of 40 hours.</p> <p><i>Any Other Place.</i></p> <p>One male improver to every four or fraction of four male workers receiving not less than 155s. per week of 40 hours.</p> <p><b>FEMALE IMPROVERS.</b></p> <p><i>Laundries.</i></p> <p>One female improver to every three or fraction of three female workers receiving not less than 100s. 9d. per week of 40 hours.</p> <p><i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i></p> <p>Two female improvers to every three or fraction of three female workers receiving not less than 97s. 6d. per week of 40 hours.</p> <p><i>Egg Packing Establishments.</i></p> <p>One female improver to every three or fraction of three female workers receiving not less than 97s. 6d. per week of 40 hours.</p> <p><i>Any Other Place.</i></p> <p>One female improver to every four or fraction of four female workers receiving not less than 91s. 6d. per week of 40 hours.</p>
16 to 17 years of age		45 9	45 9	48 9	45 9	
17 to 18 years of age		61 0	51 9	55 0	51 9	
18 to 19 years of age		85 6	58 0	64 0	58 0	
19 to 20 years of age		132 3	70 3	70 3	67 0	
20 to 21 years of age	153 3	130 3	79 3	82 3		
					76 3	

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult

3. OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

	s.	d.
Under 16 years of age .. .. .	50	0
16 to 17 years of age .. .. .	63	0
17 to 18 years of age .. .. .	73	0
18 to 19 years of age .. .. .	87	6
19 to 20 years of age .. .. .	113	0
20 to 21 years of age .. .. .	133	0

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (a) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 40 Hours.	
	s.	d.
(i) Storemen or Packers .. .. .	154	0
Leading hands—as defined in clause 22 hereof—		
(I.) .. .. .	159	0
(II.) .. .. .	164	0
(III.) .. .. .	164	0
(IV.) .. .. .	174	0

(ii) Casual hands shall be paid at the rate per hour of 4s. 9d. adjustable under clause 54 hereof.

4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, AND (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

Column No.	Males employed in (or on) or in connexion with—											
	Which, Wharf Sheds, Customs Wharf Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Wholesale Softgoods Warehouse.	Book Factories, or Wholesale Chemists or Manufacturing Chemists Establishments.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters Oil, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.*
	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.
	WAGES PER WEEK OF—											
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—												
(a) Works singly .. .. .	171 0	162 8	159 6	158 0	155 0	157 6	168 0	157 6	159 6	167 0	155 0	159 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—												
(a) 1, 2, 3, 4, 5, or 6 such persons .. .. .	171 0	162 8	159 6	160 6	157 3	159 9	174 3	159 9	166 9	169 3	157 3	161 9
(b) 7 or more such persons .. .. .	171 0	162 8	159 6	174 6	171 9	174 6	188 9	174 6	175 9	183 3	179 9	175 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device .. .. .	161 0	161 0	161 0	161 0	161 0	161 0	161 0	161 0	161 0	161 0	161 0	161 0
Storeman in charge of a bulk store removed from the main place of business .. .. .					155 0	157 6		157 6	159 6	167 0	155 0	159 6
Packers of crockery, china, or glassware .. .. .												158 3
Packers of metal window frames .. .. .												155 0
Persons handling pianos, piano-players, or organs .. .. .												155 0
All male adults not otherwise provided for .. .. .	171 0	162 8	159 6	155 0	152 0	153 0	168 0	153 0	155 0	163 9	153 0	155 0

(ii) \* A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the weekly rate.

(iv) Storemen or packers called upon to work in cool stores shall be paid 4s. 10<sup>11</sup>/<sub>32</sub>d. per hour whilst so employed. This rate includes 1<sup>1</sup>/<sub>2</sub>d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

NOTE.—The rates set out in column No. 12 of 4 (b) (i) hereof apply to males employed—

(a) As storemen in Figured, Roll, and Sheet Glass Stores.

(b) In (or on) or in connexion with—

- (i) Bulk paper stores or rubber goods manufacturers' stores.
- (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
- (iii) Hardware stores.
- (iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
- (v) Match factory stores.
- (vi) Wholesale confectionery stores.
- (vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.
- (viii) Stove or oven manufacturers' stores.
- (ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel.
- (x) Egg packing and processing establishments; and
- (xi) Any place not elsewhere included in clause 4 (b) or 4 (c).

**4 (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.**

**MALES.**

	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria
	s. d.	s. d.	s. d.
Tool Storeman (i.e., an adult male employee in charge of receiving storing and issuing of tools and other requirements in a tool store)	151 0	157 6	148 0
Storeman and/or Packer	155 6	162 0	152 6

**4. (d)**

**FEMALES.**

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place
	40 Hours. s. d.	Wages per 40 Hours. s. d.	Week of— 40 Hours. s. d.	40 Hours. s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	94 6	106 9	112 9	94 6
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz.:—				
(i) 1, 2, 3, 4, 5, or 6 such persons	100 9	112 9	119 0	100 9
(ii) 7 or more such persons	116 0	123 9	131 0	116 0
Females employed packing or sorting laundry work				100 9
Packers of crockery, china, or glassware				112 9
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience			97 6	
With eight weeks' or more experience			106 9	
All female adults not otherwise provided for	91 6	97 6	97 6	91 6

**PART III.**

**PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.**

**CASUAL WORK.**

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 4s. 5<sup>1</sup>/<sub>2</sub>d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

Clauses, other than clauses 2, 3, 4 (a), 4 (b), 4 (c), and 4 (d) of Part I., and clause 24 of Part III., of the said Determination shall remain in force.

1. Introduction

2. Methodology

3. Results

4. Discussion

5. Conclusion

6. References

7. Appendix

8. Acknowledgements