



# VICTORIA GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

## DETERMINATION OF THE FRUIT PACKING BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

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 persons or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

(a) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;

(b) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in December, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WAGES PER WEEK OF 40 HOURS.

Improvers.	Males.		Females.		Other Employees.
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
Under 16 years of age ..	37	60 0	49	59 6	
16 to 17 years of age ..	45	73 0	60	73 0	
17 to 18 years of age ..	55	89 0	66	80 0	
18 to 19 years of age ..	73	118 6	95	115 6	
19 to 20 years of age ..	93	150 6	98	119 0	
20 to 21 years of age ..	100 + 11s.	173 0	100 + 10s.	131 6	
<p>* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework price.</p>					
<p><i>Proportion (in any Place).</i></p> <p>One improver to every two or fraction of two workers receiving not less than the minimum wage.</p>					
<p><i>Males.</i></p> <p>Packers, graders or sizers of fruit by hand .. 198 0</p> <p>Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers) .. 198 0</p> <p>Persons bringing fruit from and putting fruit into cool-store chambers .. 193 0</p> <p>Case ladders and nailers—machine .. 193 0</p> <p>Case ladders and nailers—hand .. 193 0</p> <p>Case wirens .. 193 0</p> <p>Persons stacking and unstacking cases of fruit, but not in cool chambers .. 188 0</p> <p>Persons feeding grading, washing, or sizing machines .. 188 0</p> <p>Empty case hands or case yardsmen .. 188 0</p> <p>Case labellers or persons engaged in branding and marking cases .. 188 0</p> <p>Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 188 0</p> <p>Persons sweeping up and removing debris in or around a packing shed .. 188 0</p> <p>All others .. 175 0</p> <p><i>Females.</i></p> <p>Packers, graders or sizers of fruit by hand .. 198 0</p> <p>Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia .. 141 0</p> <p>All others .. 135 9</p>					

NOTE.—The Board determines that no person shall be employed as an apprentice.

## PIECEWORK PRICES.

3. The lowest piecework prices payable for the following kinds of work shall be :—  
Pears.

	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
<i>(a) Full Bench Packing.</i>			
The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers.	<i>d.</i>	<i>d.</i>	<i>s. d.</i>
1. Wrapping and packing unsized pears, including lidding .. .. .	10½	11½	1 2½
1a. Wrapping and packing sized pears, including lidding .. .. .	9	10½	1 0½
2. Wrapping and packing unsized pears, no lidding .. .. .	9½	10½	1 1½
2a. Wrapping and packing sized pears, no lidding .. .. .	8	9	0 11½
3. Packing unsized naked pears, including lidding .. .. .	9½	10½	1 1½
3a. Packing sized naked pears, including lidding .. .. .	8	9	0 11½
4. Packing unsized naked pears, no lidding .. .. .	8½	9½	1 0
4a. Packing sized naked pears, no lidding .. .. .	7	8	0 9½
5. Packing unsized pears into market flats, no lidding .. .. .	10½	..	..
5a. Packing sized pears into market flats, no lidding .. .. .	9½	..	..
6. Grading, sizing into quarters and placing loose in cases, no lidding .. .. .	5	6½	0 7½
7. Grading (no sizing) and placing loose in cases, no lidding .. .. .	4½	5½	0 7
<i>(b) Other Bench Packing.</i>			
The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions.			
1. Wrapping and packing unsized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks .. .. .	7½	8½	0 10½
1a. Wrapping and packing sized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks .. .. .	5½	6½	0 8
2. Packing unsized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks .. .. .	6½	7½	0 9
2a. Packing sized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks .. .. .	4½	5½	0 6½
3. Wrapping and packing unsized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks .. .. .	8	9	0 11½
3a. Wrapping and packing sized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks .. .. .	6½	7½	0 9
4. Packing unsized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks .. .. .	7	8	0 9½
4a. Packing sized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks .. .. .	5½	6	0 7½
5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches) .. .. .	3½	5	0 6½
6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches) .. .. .	3½	4½	0 5½
NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions :—			
Lidding .. .. .	½d.		
Bringing Fruit to and from bench, .. .. .	1½d.		
from and to Cool Chambers .. .. .	1d.		
Sizing .. .. .	1½d.		
Branding and/or Marking .. .. .	½d.		
Labelling .. .. .	½d.		
<i>(c) Other Packing.</i>			
Wrapping and packing pears off sizing machines, no lidding .. .. .	5½	6½	0 8

## Apples.

	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
<i>(a) Full Bench Packing.</i>			
The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers	<i>d.</i>	<i>d.</i>	<i>s. d.</i>
1. Wrapping and packing unsized apples, including lidding .. .. .	10½	11½	1 2½
1a. Wrapping and packing sized apples, including lidding .. .. .	9	10½	1 0½
2. Wrapping and packing unsized apples, no lidding .. .. .	9½	10½	1 1½
2a. Wrapping and packing sized apples, no lidding .. .. .	8	9	0 11½
3. Packing unsized naked apples, including lidding .. .. .	9½	10½	1 1½
3a. Packing sized naked apples, including lidding .. .. .	8	9	0 11½
4. Packing unsized naked apples, no lidding .. .. .	8½	9½	1 0
4a. Packing sized naked apples, no lidding .. .. .	7	8	0 9½
5. Grading, sizing into quarters and placing loose in cases, no lidding .. .. .	5	6½	0 7½
6. Grading (no sizing) and placing loose in cases, no lidding .. .. .	4½	5½	0 7

## Apples—continued.

	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
<i>(b) Other Bench Packing.</i>			
The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions.	<i>d.</i>	<i>d.</i>	<i>d.</i>
1. Wrapping and packing unsized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	7½	8½	10½
1a. Wrapping and packing sized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	5½	6½	8
2. Packing unsized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	6½	7½	9
2a. Packing sized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	4½	5½	6½
3. Wrapping and packing unsized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	8	9	11½
3a. Wrapping and packing sized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	6½	7½	9
4. Packing unsized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	7	8	9½
4a. Packing sized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	5½	6	7½
5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	3½	5	6½
6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	3½	4½	5½
NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions:—			
Lidding .. .. .	½d.		
Bringing Fruit to and from bench, .. .. .	1½d.		
from and to Cool Chambers .. .. .	1d.		
Sizing .. .. .		½d.	
Branding and/or Marking .. .. .		½d.	
Labelling .. .. .		½d.	
<i>(c) Other Packing.</i>			
Wrapping and packing apples off sizing machines, no lidding .. .. .	5½	6½	8

## Plums.

	Per Half Case.
Wrapping and packing or packing naked plums, no lidding .. .. .	<i>d.</i> 7
Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling .. .. .	9½

## Peaches, Apricots, and Nectarines.

	Per Case.
Packing naked peaches, apricots, or nectarines—Count 100–140 .. .. .	<i>s. d.</i> 0 7½
Packing naked peaches, apricots, or nectarines—Count 150–240 .. .. .	0 9½
Packing naked peaches, apricots, or nectarines—Count 268–320 .. .. .	1 1½
Unpacked, placed loose in case .. .. .	0 7

## Lemons.

	Per Case.
Packed within 30-mile radius of General Post Office, Melbourne—	<i>d.</i>
Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling .. .. .	8½
Packing naked lemons into any standard bushel case .. .. .	6½

*Lemons—continued.*

	Per 1,000 Lemons.
	<i>s. d.</i>
Packed outside 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case .. .. .	3 2½
Packing naked lemons into any standard bushel case .. .. .	1 9½

*Oranges and Mandarins.*

	Per 1,000 Oranges or Mandarins.
	<i>s. d.</i>
Wrapping and packing oranges or mandarins .. .. .	3 2½
Packing naked oranges or mandarins .. .. .	1 9½

## WIRING.

4. Where a pieceworker is called on to wire cases he shall be paid 1d. per case for all cases wired.

## CONDITIONS OF PIECEWORK.

5. No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

Pieceworkers shall be paid rate and a quarter for all piecework done outside the times of beginning and ending work.

## HOURS FOR A WEEK'S WORK.

6. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days Monday to Friday (inclusive) between the hours of 7 a.m. and 5 p.m.

## OVERTIME.

7. The following rates shall be paid for work done :—

- (a) Outside the times of beginning and ending work as prescribed in clause 6 together with all time worked in excess of eight hours per day within such times—Time and a half for the first four hours and double time thereafter.
- (b) On Saturday—
- (i) between 8 a.m. and 12 noon—Time and a half;
  - (ii) before 8 a.m. and after 12 noon—Double time.

## TERMS OF ENGAGEMENT.

8. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Where an employer is not satisfied as to the reason of an employee, whether a timeworker or pieceworker, absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than 40 hours of working time in each year whether in the employ of one or several employers.

For the purpose of administering sub-clause (e) hereof, an employer may within two weeks of the employee entering his employment require the 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.

(f) If the full period of sick leave as prescribed in sub-clause (e) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period of 160 hours of working time 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 service prior to 12th February, 1948, shall be disregarded.

## CASUAL WORK.

9. Casual work, i.e., work for less than two full weeks, shall be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

## HOLIDAYS AND SPECIAL RATES FOR HOLIDAYS AND SUNDAYS.

10. (a) (i) Weekly employees shall be granted the following holidays without deduction of pay :—

The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day and Boxing Day.

(ii) When a weekly employee is required to work on one of the above-named holidays he shall be paid double time for all work done but shall not be entitled to any additional holiday pay for the hours worked.

(iii) Weekly employees shall be paid double time for all work done on a Sunday.

(b) (i) All employees working on piecework shall be granted the following holidays :—

The days observed as Christmas Day, Good Friday, and Anzac Day, and they shall be paid for such holidays, the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work in which they would be normally employed.

(ii) If a pieceworker is required to work on any of the above-named holidays he shall be paid rate and a half for all work done on such day, but shall not be entitled to holiday pay as set out in sub-clause 10 (b) (i) hereof for the time worked.

(iii) A pieceworker shall be paid rate and a half for all work done on a Sunday or on the days observed as New Year's Day, Australia Day, Easter Monday, Labour Day, King's Birthday and Boxing Day.

#### ANNUAL HOLIDAY.

11. 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.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

#### REST PERIOD.

12. A rest period of ten minutes each morning and afternoon and, after each two hours of work (except where a meal interval occurs) performed outside the hours fixed in Clause 6, shall be allowed employees, other than pieceworkers, without deduction of pay.

#### TEA MONEY.

13. Any employee called upon to work for more than two hours after the usual knocking off time shall be paid 2s. 6d. tea money in addition to any overtime payment.

#### TIME BOOK OR OTHER RECORD.

14. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

#### RIGHT OF ENTRY OF UNION OFFICIAL.

15. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments for the purpose of interviewing employees on legitimate union business on the following conditions :—

(a) That he produces his authority to the employer or his representative.

(b) That not more than one representative in all be in any establishment at any one time.

(c) That no one representative visit an establishment more than once a fortnight.

(d) That if an employer alleges that a representative is unduly interfering with his establishment 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 before this Wages Board.

#### DEFINITIONS.

16. "Grading" means sorting of fruit into respective grades, namely, extra fancy, fancy, good and domestic.

"Sizing" means sorting of fruit into respective sizes or counts.

#### PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECEWORKERS' EARNINGS.

17. The wages rates for adult males and female packers, graders, or sizers of fruit by hand set out in clause 2 are based upon the following basic wage, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 18.

#### Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies .. .. .	8 2 0	Melbourne

#### ADJUSTMENT OF BASIC WAGE.

18. (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 February, 1951, the amount of the basic wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount 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 .103 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.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 12th December, 1950.

