

Re: 6531-6515/01-11-1951

DETERMINATION OF THE DAIRY FARM WORKERS BOARD.

NOTE.

Notice of appeal to the Industrial Appeals Court has been lodged against a certain part of the Determination.

Section 22 (2), Act 4874, provides that, when an appeal is made in accordance with that Act, the part of the Determination appealed against shall not come into operation until the Appeal has been dealt with by the Court.

8573/51.

ANNUAL HOLIDAY.

8. 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.

SICK LEAVE.

9. (a) When a weekly employee is disabled by personal ill health, proof of which sickness is given to the employer, by medical certificate or other satisfactory evidence within 24 hours of the employees' consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding 40 hours of working time in any year of employment.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above 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 80 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay. For the purposes of this sub-clause, service prior to the 1st September, 1951, shall be disregarded.

PROTECTIVE CLOTHING.

10. An employee shall receive an allowance of 3s. per week for the provision of protective waterproof clothing (e.g., oilskins, gum boots, and gloves).

CLEANSING MATERIAL.

11. A suitable solvent and cotton waste shall be provided by the employer where required by the employee in the course of his duties.

DRYING CONVENIENCES.

12. The employer shall provide adequate conveniences for employees to dry their clothes.

PROVISION OF AND DEDUCTION FOR KEEP.

13. (a) Where the employer provides an employee with board and lodging the standard thereof shall be reasonably adequate and the standard of accommodation provided shall be in accordance with the following, that is to say, there shall be a sufficiency of necessary furniture, bedding, blankets and bed-room and washing utensils and sufficient provision made for lighting, heating, bathing, ventilation and sanitation. The sleeping quarters provided shall contain not less than 480 cubic feet of air space for each person accommodated therein and not more than two persons shall be accommodated in any one sleeping apartment. The food provided shall be sufficient and well prepared and cooked.

(b) Subject to compliance with the provisions of sub-clause (a) hereof the employer shall be entitled to deduct from the wages payable to an employee provided by him with board and lodging an amount to compensate himself for the cost thereof at the following rates:—

	£	s.	d.
Adult males at the rate of	2	0	0 per week
Adult females and junior males at the rate of	1	12	6 per week
Junior females at the rate of	1	7	6 per week

provided that such rates are adjustable by adding or subtracting, as the case may be, to or from the rates prescribed an amount of 4d. in the case of adult males, and 3d. in all other cases for each variation of 1s. in the male basic wage.

PROVISION OF LIVING PREMISES FOR EMPLOYEE.

14. Where an employer provides an employee with living premises for the use of the employee and his family as a requisite of employment the employer shall be entitled to make a charge for the use of such premises and the employee shall pay each week the amount of such charge as agreed to in writing by both parties at the commencement of the employment. A copy of such agreement shall be lodged within seven days thereafter with the Secretary of the Australian Workers Union, Melbourne.

Within 24 hours of the termination of his employment an employee shall be required to vacate the said premises.

PAYMENT OF WAGES.

15. (a) The full amount of each employee's wage shall be paid each week in the employer's time.

(b) A casual employee whose employment is terminated by the employer shall be paid all monies due to him at the termination of his employment. Where the employment is terminated by the employee such payment shall be made within 48 hours of such termination.

(c) The employer shall pay at any time on the written order of the employee any obligatory contributions or charitable donations out of the amount for the time being due to the employee; provided that the employer shall not be required to make payment in respect of any such order which may be presented to him less than twenty-four hours prior to the time fixed for payment.

FIRST-AID OUTFIT.

16. The employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit, which shall consist of the following articles and quantities:—

Articles.	Quantities to be kept in Ambulance Chest.
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petroleum, carbolyzed	1 jar
Pieric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered pieric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water ..	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

TIME BOOK.

17. The employer shall keep a time and wages book written up in ink in which shall be entered the name of each employee, his classification, the hours worked on each day, the wages and other payments made, and the deductions for keep in respect of such employee. After the said particulars have been entered in the book it shall be signed by the employee.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. The Secretary, or any other Official of the Australian Workers Union authorized in writing by the secretary, shall not be prevented on production of such authority by any employer from visiting and conversing with any employee or employees at a time mutually agreed upon by the employer and the said Secretary or Official.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates set out in clause 2 are based upon 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 by the same amount and at the same time as such basic wage as prescribed by clause 20.

Basic Wage.

Place.	Male Basic Wage (Adjustable).	Index Number Set Assigned.
Victoria	£ s. d. 9 9 0	Melbourne

The female basic wage shall be 75 per cent. of the above male basic wage calculated to the nearest 6d., half or less than half of 6d. in a result to be disregarded.

ADJUSTMENT OF BASIC WAGE.

20. (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 November, 1951, the amount of the basic wage shall be as prescribed in clause 19.

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

MARGIN.

21. In addition to the male basic wage the classification for other employees, males, contain margins as follows:—

										£ s. d.
Leading hand	..	..	..	..	..	..	..	..	..	1 9 0
General hand	..	..	..	..	..	..	..	..	..	1 0 0

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 16th August, 1951.

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1

Page 1 of 1