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Factories and Shops Acts.

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

I, 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 November, 1952.

Dated at Melbourne, this  
6th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

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

Clauses 2 (A), 2 (B) and 2 (C) of the Determination published in *Government Gazette* No. 818 of the 6th October, 1952, shall be replaced by the following clauses:—

2. (A)

EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

*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 .. .. .	17 15 0	6 0	18 1 0
Slaughterman .. .. .	17 1 3	6 0	17 7 3
Head and Feet Boners .. .. .	14 12 0	3 0	14 15 0
Scalders .. .. .	14 12 0	3 0	14 15 0
Meat Lumpers .. .. .	14 8 6	3 0	14 11 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down) .. .. .	14 4 6	3 0	14 7 6
General labourers .. .. .	14 1 6	3 0	14 4 6

\* 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). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
<b>Division B.—Retail Shops.</b>			
(a) Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 20 hours per week .. .. .	14 10 6	14 17 0	14 10 6
(b) Employees who do slaughtering for 20 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work .. .. .	14 10 6	14 17 0	14 10 6
Whilst employed on other work .. .. .	At the rates prescribed for such work.		
(c) Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne .. .. .	14 17 0	15 3 6	14 17 0
(d) 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 for 20 hours or more per week .. .. .	14 9 0	14 15 6	14 9 0
(e) General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays .. .. .	14 3 0	14 9 6	14 3 0
(f) Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop .. .. .	14 0 0	14 6 6	14 0 0
(g) Salesmen and/or saleswomen .. .. .	13 17 0	14 3 6	13 17 0
(h) Small goods makers in butchers' shops, boners, salters, scalders, and cooks .. .. .	14 2 6	14 9 0	14 2 6
(i) Ordermen who deliver but do not cut meat and who are not carters and drivers .. .. .	13 5 0	13 11 6	13 5 0
(j) All others .. .. .	13 2 0	13 8 6	13 2 0
Proportion of Salesmen and/or Saleswomen.			
The number of salesmen and/or saleswomen employed in any one shop shall not exceed one to every three or fraction of three employees employed as general butchers under classifications (d) (e) and (f) above.			
<b>Division C.—Small Goods Section.</b>			
(a) 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 20 hours per week .. .. .	14 10 6	14 17 0	14 10 6
(b) Employees who do slaughtering 20 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory— Whilst employed on such work .. .. .	14 10 6	14 17 0	14 10 6
Whilst employed on other work .. .. .	At the rates prescribed for such work.		
(c) Men employed principally on mixing machines and/or responsible for making of small goods .. .. .	14 8 0	14 14 6	14 8 0
(d) Fillermen .. .. .	13 18 6	14 5 0	13 18 6
(e) Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cooks .. .. .	14 2 6	14 9 0	14 2 6
(f) Packing-room hands .. .. .	13 10 6	13 17 0	13 10 6
(g) Linkers and table hands .. .. .	13 9 6	13 16 0	13 9 6
(h) All others .. .. .	13 2 0	13 8 6	13 2 0
<b>Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connection with Abattoirs or Meat Markets.</b>			
Meat Lumpers .. .. .	14 11 6	14 18 0	14 8 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity .. .. .	14 4 0	14 12 0	14 0 6
Exceeding 25 cwt. but not exceeding 3 tons capacity .. .. .	14 9 0	14 17 0	14 5 6
Exceeding 3 tons capacity .. .. .	14 14 0	15 2 0	14 10 6
Horse Drivers—			
One horse .. .. .	14 1 0	14 9 0	13 17 6
Two horses .. .. .	14 4 0	14 12 0	14 0 6
Three horses .. .. .	14 7 0	14 14 6	14 3 0
Head stableman (if more than one employed) .. .. .	13 18 6	14 6 6	13 16 0
Other stablemen or grooms .. .. .	13 13 6	14 1 6	13 9 6
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer .. .. .	1/- per day	1/- per day	1/- per day
Drivers, who, during the day, are engaged in carting blood manure or offensive offal .. .. .	in addition to the rate specified	in addition to the rate specified	in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October .. .. .	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
From 1st November to 30th April .. .. .	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. 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).	At Yallourn.	All other Parts of Victoria.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity .. .. .	13 8 0	13 14 6	13 8 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	13 12 0	13 18 6	13 12 0
(iii) exceeding 3 tons capacity but under 6 tons capacity .. .	13 15 0	14 1 6	13 15 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 .. .. .	13 3 0	13 9 6	13 3 0
(ii) two horses .. .. .	13 8 0	13 14 6	13 8 0
(iii) three horses .. .. .	13 11 0	13 17 6	13 11 0
(iv) four horses .. .. .	13 13 0	13 19 6	13 13 0

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.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.
1st year's experience .. .. .	64	7 0 0	Under 18 years .. .. .	85	9 14 0
2nd year's experience .. .. .	77	8 15 6	18 years and under 19 years ..	100 + 1s. 6d.	11 9 6
3rd year's experience .. .. .	88	10 0 6	19 years and under 20 years ..	100 + 1s. 6d.	12 1 6
4th year's experience .. .. .	100 + 21s.	12 9 0	20 years .. .. .	13s. 6d.	Minimum Wage
5th year's experience .. .. .	..	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) (i)

## APPRENTICES NOT ELSEWHERE INCLUDED.

(Other than those covered by the Apprenticeship Commission.)

Retail Butchers Shops.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year .. .. .	30	4 5 0	4 7 0	4 5 0
Second year .. .. .	40	5 13 0	5 16 0	5 13 0
Third year .. .. .	55	7 15 6	7 19 0	7 15 6
Fourth year .. .. .	75	10 12 0	10 17 0	10 12 0
Fifth year .. .. .	95	13 9 0	13 15 0	13 9 0
<i>Four-year Term—</i>				
First year .. .. .	40	5 13 0	5 16 0	5 13 0
Second year .. .. .	50	7 1 6	7 4 6	7 1 6
Third year .. .. .	75	10 12 0	10 17 0	10 12 0
Fourth year .. .. .	95	13 9 0	13 15 0	13 9 0

and thereafter, not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

Small Goods Factories.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year .. .. .	30	4 4 6	4 6 6	4 4 6
Second year .. .. .	40	5 13 0	5 15 6	5 13 0
Third year .. .. .	50	7 1 0	7 4 6	7 1 0
Fourth year .. .. .	75	10 12 0	10 16 6	10 12 0
Fifth year .. .. .	95	13 8 6	13 14 6	13 8 6
<i>Four-year Term—</i>				
First year .. .. .	40	5 13 0	5 15 6	5 13 0
Second year .. .. .	50	7 1 0	7 4 6	7 1 0
Third year .. .. .	75	10 12 0	10 16 6	10 12 0
Fourth year .. .. .	95	13 8 6	13 14 6	13 8 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

(ii) Except as hereinafter provided in those portions of the State of Victoria not covered by the Apprenticeship Commission 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:—

*Contract of Apprenticeship.*

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

*Probationary Period.*

(b) 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.*

(c) (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:* Pelting 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.

- (3) An apprentice small goods maker 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:—

First year: Learning qualities, quantities and grades of meat; grading and mixing; use of and care of knife.

Second year: Mixing meat and using silent cutters; learning ingredients; arranging meat in chiller.

Third year: Cooking and dyeing meats; linking sausages of all types; using filling and linking machines.

Fourth year: Making pickle; pumping meat; and to be thoroughly competent in all trades.

*Period of Apprenticeship.*

- (d) 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.*

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

*Conditions of Employment.*

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

*Unapprenticed Juniors.*

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

- (b) The wage rates of unapprenticed junior labour in retail butchers' shops shall be as follows:—

Age.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 20 years of age .. .. .	75	10 12 0	10 17 0	10 12 0
20 to 21 years of age .. .. .	95	13 9 0	13 15 0	13 9 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

- (c) The wage rates of unapprenticed junior labour in small goods factories shall be as follows:—

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 17 years of age .. .. .	30	4 4 6	4 6 6	4 4 6
17 to 18 years of age .. .. .	40	5 13 0	5 15 6	5 13 0
18 to 19 years of age .. .. .	50	7 1 0	7 4 6	7 1 0
19 to 20 years of age .. .. .	75	10 12 0	10 16 6	10 12 0
20 to 21 years of age .. .. .	95	13 8 6	13 14 6	13 8 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

- (d) Juniors 16 years of age and over may be employed as assistants to small goods sellers from carts at the following rates of pay:—

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 18 years of age .. .. .	50	7 1 0	7 4 6	7 1 0
18 to 19 years of age .. .. .	75	10 12 0	10 16 6	10 12 0
19 to 20 years of age .. .. .	85	12 0 0	12 5 6	12 0 0
20 to 21 years of age .. .. .	95	13 8 6	13 14 6	13 8 6

and thereafter not less than the minimum rate for small goods sellers from carts.

*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.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination shall remain in force.

