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[1952

Factories and Shops Acts.

DETERMINATION OF THE SLAUGHTERING FOR EXPORT 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 which since the 13th October, 1941, has had the power to "determine the lowest prices or rates which may be paid to any person or classes of persons (other than persons subject to the provisions of any Wages Board heretofore appointed) employed in the meat export trade as—

- (a) slaughterers or dressers of sheep, lambs, cattle, pigs, or calves;
- (b) boners, trimmers, or labourers;
- (c) drovers, stockmen, or penners-up;
- (d) skin store workers;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 10-025d. plus 1½d. war loading (total)	Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
6s. 11-525d.) per 100 sheep or lambs slaughtered	
To slaughtermen employed in Group B, 72s. 2-355d. plus 1s. 1½d. war loading (total)	
73s. 3-855d.) per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

54s. 10-932d. plus 1s. 2½d. war loading (total 56s. 1-332d.) per day.

Thereafter until considered competent by the employer—

61s. 3-682d. plus 1s. 2½d. war loading (total 62s. 6-082d.) per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 79s. 0-38d. plus 1s. 3d. war loading (total 80s. 3-38d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 50 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the logging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 3d. per 100 sheep or lambs handled daily per employee.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 3,000 sheep or lambs handled daily per employee and thereafter an additional rate of 9d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee, and thereafter an additional 9d. per 100 sheep or lambs.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 79s. 0.38d. plus 1s. 3d. war loading (total 80s. 3.38d.) per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs i.e. sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—To the daily earnings of each pieceworker (other than learners) the sum of 16s. 4.8d. plus sick leave loading of 2.832d. shall be added in accordance with clause 41.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 6.65d. plus 1d. war loading (total 4s. 7.65d.) per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spinning, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—To the daily earnings of each pieceworker the sum of 16s. 4.8d. plus sick leave loading of 2.832d. shall be added in accordance with clause 41.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Skin on—

Calves 100 lb. and under skin on .. 8.725d. plus .15d. war loading (total 8.875d.) per head.

Calves 101 lb. to 150 lb. skin on .. 11.083d. plus .15d. war loading (total 11.233d.) per head.

Calves 151 lb. to 200 lb. skin on .. 1s. 1.291d. plus .15d. war loading (total 1s. 1.441d.) per head.

Skin Off—

Calves under 60 lb. skin off .. 1s. 0.35d. plus .15d. war loading (total 1s. 0.5d.) per head.

Calves 61 lb. to 90 lb. skin off .. 1s. 7.85d. plus .15d. war loading (total 1s. 8d.) per head.

Calves 91 lb. to 120 lb. skin off .. 2s. 3.85d. plus .15d. war loading (total 2s. 4d.) per head.

Calves 121 lb. to 200 lb. skin off .. 2s. 11.85d. plus .15d. war loading (total 3s.) per head.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

Calf skimmers engaged skinning cold calves—

62s. 9.652d. plus 1s. 2½d. war loading (total 64s. 0.052d.) per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—11.816d. per carcass.

For the purposes of the daily tally :—

- A calf up to 64 lb. shall equal 1 calf.
- A calf 65 to 121 lb., shall equal 1½ calves.
- A calf over 121 lb., shall equal 2 calves.

NOTE.—To the daily earnings of each pieceworker (except calf skimmers skinning cold calves) the sum of 16s. 4.8d. plus sick leave loading of 2.832d. shall be added in accordance with clause 41.

Pros.

5. (a) Rates of pay to men slaughtering pigs—

Machine dehaired—

Up to 100 lb.	1s. 1.138d. per head
101 lb. to 200 lb.	1s. 5.376d. per head
200 lb. to 300 lb.	2s. 4.625d. per head
Over 300 lb.	4s. 7.65d. per head

Total.

Hand scudded—

Up to 100 lb.	1s. 10.533d. per head
101 lb. to 200 lb.	2s. 4.625d. per head
200 lb. to 300 lb.	3s. 9.526d. per head
Over 300 lb.	4s. 7.65d. per head

If pigs are put through singeing machine 6½d. per head shall be added to the above rates

These rates include 4 per cent. war loading.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—To the daily earnings of each pieceworker the sum of 16s. 4.8d. plus sick leave loading of 2.832d. shall be added in accordance with clause 41.

RATES OF PAY TO BONERS.

6. (a) Boners shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota as prescribed in sub-clause (c) of this clause. The following daily quotas or the equivalent thereof as provided in sub-clause (b) hereof shall apply :—

Beef 38 quarters.

Mutton 65 carcasses of under 64 lb.

Veal 57 carcasses of under 60 lb. (to be ribbed out and birdcaged).

Pork 1,900 lb. when boned, derinded and defatted to the satisfaction of the employer or

2,400 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(b) For the purposes of computing the daily quota and for work done in excess of the daily quota the following sub-clause shall apply :—

Beef—

One hind quarter shall equal one quarter of beef.

One Forequarter or horse's head over three ribs under 100 lb. shall equal one quarter of beef.

One forequarter or horse's head over three ribs 101 lb. or over shall be equivalent to one and a quarter quarters.

Five briskets shall equal one quarter of beef.

Two rumps and loins shall equal one quarter of beef.

Three loins shall equal one quarter of beef.

Four clods and stickings shall equal one quarter of beef.

Fifteen shins shall equal one quarter of beef.

Two necks and blades shall equal one quarter of beef.

Two ribs and two briskets shall equal one quarter of beef.

Three crops shall equal two quarters of beef.

Three shoulders shall equal two quarters of beef.

Three chucks and blades shall equal two quarters of beef.

Three horse's heads under three ribs, shall equal two quarters of beef.

Five butts shall equal two quarters of beef.

Seven briskets with shin attached shall equal two quarters of beef.

Three butts and rumps shall equal two quarters of beef.

Five briskets and shins with portion of clod attached shall equal two quarters of beef.

A forequarter shall consist of not less than 10 ribs.

Bull—

One quarter of bull beef shall equal two quarters of beef and the definitions in sub-clause (b) hereof shall apply.

Sheep—

One carcass under 64 lb. shall equal one carcass.

One carcass over 64 lb. shall equal one and half carcasses.

Two flying foxes shall equal one carcass.

Three trunks shall equal two carcasses.

Three pairs of legs shall equal one carcass.

Three pairs of loins shall equal one carcass.

Three pairs of hindquarters shall equal two carcasses.

Five pairs of forequarters shall equal two carcasses.

One Trunk with chump attached shall equal one carcass.

Ram—

Rams shall be paid for at double rates whenever done, and in addition an employee shall be paid 2½d. for each carcass ribbed out and birdcaged.

Veal—

One calf under 60 lb. shall equal one carcass.

One calf over 60 lb. and under 120 lb. shall equal one and a half carcasses.

One calf 121 lb. to 200 lb. shall equal three carcasses.

Two flying foxes of veal shall equal one carcass.

Three trunks of veal shall equal two carcasses.

Three pairs of legs of veal shall equal one carcass.

Three pairs of loins of veal shall equal one carcass.

Three pairs of hind-quarters of veal shall equal two carcasses.

Five pairs of fore-quarters shall equal two carcasses.

(c) When boning is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply—

Beef—1s. 8.214d. per quarter.

Mutton—1s. 1.476d. per carcass.

Veal—1s. 1.476d. per carcass.

Pork—3s. 4.428d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.

2s. 6.848d. when previously derinded and only required boning and defatting to the satisfaction of the employer.

Boners on piecework shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. (a) Slicers and Trimmers shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota at the rates prescribed in sub-clause (b) of this clause. The following daily quota or the equivalent thereof as defined in sub-clause (b) of clause 6 hereof shall apply:—

Beef 56 quarters.

Mutton 130 carcasses under 64 lb.

Veal 228 carcasses under 60 lb.

(b) When slicing is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply :—

(i) Beef 1/0·58d. per quarter.

(ii) Mutton 5.548d. per carcass.

(iii) Veal 3.163d. per carcass.

(iv) Pork—to be treated at hourly rates.

(c) Bull Beef—One quarter of bull beef shall equal one and a half quarters of beef.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

28.

WAGES.

APPRENTICES AND IMPROVERS.

(Solo System only.)

Weekly Wage.

f. d.

1st year's experience	..	..	..	..	..	..	..	..	8	5	6
2nd "	"	..	..	..	..	..	..	..	10	11	3
3rd "	"	..	..	..	..	..	..	..	11	7	9
4th "	"	..	..	..	..	..	..	..	12	19	2
5th "	"	..	..	..	..	..	..	..	Minimum wage		

2nd „ „ 10 11 3

[illegible][illegible][illegible]

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

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.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.				
—	Wages per Day.		Wages per Day.			
			Ordinary Daily Wage.	War Loading Daily.	Total Daily Wages.	
	s. d.		s. d.	s. d.	s. d.	
16 years and under		Boners (Beef and Mutton)	62 9·726	1 2 ⁷ / ₈	64 0·126	
17 years	27 2·232	Head and Foot Boners—				
17 years and under		(i) Sheep and Lambs—skinning, checking, splitting				
18 years	31 2·232	heads and removing brains				
18 years and under		(ii) Cattle—removing face pieces and cheeks, chopping				
19 years	34 2·232	heads, removing brains, skinning feet, removing				
19 years and under		sinews and hoofs	54 11·532	0 9 ² / ₈	55 8·932	
20 years	43 1·632	Slicers and Trimmers	59 3·688	0 9 ³ / ₈	60 1·288	
20 years and under		Sheep Skin classers	57 6·932	0 9 ³ / ₈	58 4·532	
21 years	48 1·632	Labourers trimming, cleaning, scalding, and picking tripe	54 11·532	0 9 ³ / ₈	55 8·932	
		Skin shed labourers	54 6·932	0 9 ³ / ₈	55 4·532	
		Other Labourers	54 6·932	0 9 ³ / ₈	55 4·532	

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

TIMES OF BEGINNING AND ENDING WORK.

9. Skin Shed Labourers—

From Monday to Friday inclusive

Time of Beginning. Time of Ending.

7.30 a.m. 5 p.m.

Boners, slicers, and trimmers, boners' labourers and other labourers may, by mutual arrangement with the employer, commence not earlier than 7 a.m. and not later than 7.30 a.m.

HOURS.

10. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days (Monday to Friday inclusive), provided that employees if required shall work reasonable overtime on such days and on Saturdays for which overtime rates shall be paid and provided further that any employee who fails to work such overtime shall only be paid for the time actually worked.

OVERTIME.

11. All time worked in excess of eight hours on Monday to Friday inclusive and all time worked on Saturday shall be paid time and a half or rate and a half provided that employees required to work on Saturday shall be guaranteed a minimum of two and a half hours work or pay for same at penalty rates.

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

DEFINITION.

12. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, working in the beef house for the purpose of learning the trade.

WAITING TIME.

13. (a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 7s. 3d. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within five minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 7s. 3d. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

MEAL TIME.

14. (a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

SMOKOS.

15. All employees shall be allowed fifteen minutes smoko between 9 a.m. and 10 a.m., and fifteen minutes smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

GRINDSTONES.

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

WATERPROOF CLOTHING.

17. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers, and to employees engaged cleaning, scalding, and picking tripe. Canvas aprons shall be provided to employees treating offal. Such boots and aprons shall remain the property of the employer.

PROTECTIVE FOOTWEAR.

18. Rubber boots or other suitable protective footwear, which shall remain the property of the employer, shall be supplied by the employer to employees doing the following kind of work:—

Sheep or Lambs—Feeding the chain or ring; washing, wiping and trimming; removing caul fat and emptying gall bladder; sweeping up (chain or ring).

Cattle—Scrubbing heads; removing tongues and inserting identification discs; trucking away lights and lungs; operating on paunch belt; picking ruffie fat; trimming beef tripe.

Pigs—Sweeping up in hog slaughtering department.

Offal—Employee working in offal tunnel or offal pit.

PROTECTIVE CLOTHING.

19. The employer shall supply daily free of charge to each employee engaged in slaughtering animals, the dressing of carcasses and the handling of meat and offal, a clean singlet and a pair of khaki trousers which shall both remain the property of the employer and of which the employee shall take all reasonable care. Such singlet and trousers shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them or either of them, the employer may recover from the employee concerned the cost of replacing such singlet and or trousers so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

The provisions of this clause shall not apply in any establishment until the laundry at such establishment is in operation.

SPECIAL RATES.

20. Slaughtermen shall be paid double rate and all other employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 13th November, 1951, Melbourne Cup Day, and Butchers' Picnic Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

21. (a) All employees shall be entitled to the ten holidays hereinafter mentioned, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, and that they have been in the employ of their present employer during the month immediately preceding such week, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, 13th November, 1951, Melbourne Cup Day, and Butchers' Picnic Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(b) Slaughtermen shall be paid for the holidays mentioned in sub-clause (a) hereof at the average of their daily earnings for the week immediately preceding such holiday, and other employees shall be paid at the ordinary daily rates of pay.

ANNUAL HOLIDAY AND SICK LEAVE.

22. (a) 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.)

(b) For the purpose of this clause 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piecework rates of pay as the case may be.

WORK TO BE PERFORMED.

23. An employee shall perform such work as the employer or his representative shall from time to time require on the days and during the hours usually worked by the class of employee affected.

WEIGHTS.

24. All weights referred to shall mean the frozen weights of animals slaughtered.

SKINS.

25. Skins and hides shall be taken off free from cuts and tears.

TALLY BOARD.

26. Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

PAY DAY.

27. Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

MEAL ALLOWANCE.

28. Employees required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. 6d. in addition to any overtime payment to which they may be entitled.

KNIVES TO BE SUPPLIED.

29. 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.

RIGHT OF ENTRY.

30. 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 visits 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 allege 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.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

31.

ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—55s. 5·732d. plus 6d. war loading (total, 55s. 11·732d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—17s. 8·014d. plus 2d. war loading (total, 17s. 10·014d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—19s. 8·914d. plus 2d. war loading (total 19s. 10·914d.), per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—17s. 2·414d. plus 2d. war loading (total 17s. 4·414d.), per trip.

Men droving stock from Newmarket Sale Yards to—

- | | | |
|---|-----------------------------------|--|
| (a) Western and Murray, Geelong-road, Brooklyn | 54s. 2·332d. plus 6d. war loading | } if from Newmarket
Rail Siding an
extra 2s. 6d. |
| (b) Thos. Borthwick and Sons (Asia.) Ltd., Brooklyn | (total, 54s. 8·332d.), per trip. | |
| (c) Sims Cooper Freezing Works, Newport | 61s. 2·732d. plus 6d. war loading | |
| | (total 61s. 8·732d.), per trip. | |

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—86s. 3·352d., plus 6d. war loading (total, 86s. 9·352d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

56s. 1·582d. plus 9½d. war loading (total 56s. 11·182d.), per day.

All others—

54s. 9·332d. plus 7½d. war loading (total, 55s. 4·532d.), per day.

32.

JUVENILE WORKERS.

								Wages per Day.	
								s.	d.
16 years of age and under 17 years of age	..	..	..	..	..	..	..	27	2·232
17 years of age and under 18 years of age	..	..	..	..	..	..	..	31	2·232
18 years of age and under 19 years of age	..	..	..	..	..	..	..	34	2·232
19 years of age and under 20 years of age	..	..	..	..	..	..	..	43	1·632
20 years of age and under 21 years of age	..	..	..	..	..	..	..	48	1·632

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
33. Monday to Friday	.. 6 a.m.	.. 6 p.m.

OVERTIME.

- | | | | | | |
|---|----|----|----|----|--------------------|
| 34. (a) Outside the times of beginning and ending work | .. | .. | .. | .. | } Time and a half. |
| (b) Within the times of beginning and ending work in excess of 9 hours in any one day or 40 hours in any one week | .. | .. | .. | .. | |
| (c) All work done on Saturday | .. | .. | .. | .. | |

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

SPECIAL RATES.

35. Employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, 13th November, 1951, Melbourne Cup Day, and Butchers' Picnic Day; provided that employees called upon to work on any of the aforementioned days shall be paid for a minimum of four hours' work; provided further that men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works shall not be entitled to double time for work done on Sundays.

ANNUAL LEAVE OF ABSENCE.

36. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holiday) 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.)

(b) For the purpose of this clause, 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piece-work rates of pay as the case may be.

PAYMENT OF WAGES.

37. Wages shall be paid weekly and not later than Friday.

EXPENSES.

38. The employer shall pay all out-of-pocket expenses reasonably and necessarily incurred by the employee whilst on trips to the country for the purpose of lifting stock.

MEAL ALLOWANCE.

39. Employees required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. 6d. in addition to any overtime payment to which they may be entitled.

RIGHT OF ENTRY.

40. 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 visits 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 right of entry.

ALLOWANCE FOR DOGS.

41. An amount of two shillings per day shall be paid by the employer to each drover, stockman, or penner-up towards the maintenance of the dog or dogs (irrespective of the number) used by each such drover, stockman, or penner-up in the course of his carrying out the job or service required by that employer.

ARTICLES TO BE SUPPLIED.

42. The following are to be supplied by the employer and are to remain his property and if not returned when required shall be paid for by the employee:—

- (a) Muzzles for dogs.
- (b) Raincoats to drovers on outside work, and
- (c) Hurricane lamps, when necessary, to drovers.

PERIODICAL ADJUSTMENT OF WAGES.

43. The wages rates set out in clauses 2 to 8 (inclusive), 31, and 32, are based upon the following basic wage rate, 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 from time to time in accordance with the variations in the said basic wage as follows:—

- (a) The daily earnings of pieceworkers (except learners) in clause 2 shall be increased or decreased by 2½d. for every 1s. increase or decrease in the basic wage.
- (b) For every 1s. increase or decrease in the basic wage an amount of .048d. shall be added to or subtracted from the daily earnings of pieceworkers for sick leave loading.
- (c) All other rates shall be increased or decreased in proportion to the increase or decrease in the basic wage plus or minus a sick leave loading of .048d. per day for each 1s.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 9 19 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

44. (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, 1952, the amount of the basic wage shall be as prescribed in clause 43.

(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 the 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.

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

J. V. WILLOX, Secretary.

Melbourne, 2nd November, 1951.



VICTORIA GOVERNMENT GAZETTE.

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No. 10]

THURSDAY, JANUARY 10.

[1952

Factories and Shops Acts.

DETERMINATION OF THE BULK GRAIN WORKERS 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 person or persons or classes of persons (other than persons employed in any trade, process, business, or occupation which is subject to the jurisdiction of any Board heretofore appointed) employed in the trade, process, business, or occupation of receiving, weighing, moving, and despatching grain in bulk or in any work incidental thereto at any seaboard terminal", has made the following Determination, namely:—

1. That as from the 1st November, 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

(i) Junior Employees.

(a) Subject to sub-clause (c) hereof, junior employees shall be entitled to payment as follows:—

Age.	Percentage of the Minimum Wage Prescribed for "Other Employees".	Weekly Wage.
		£ s. d.
16 years	30	3 7 0
17 years	40	4 9 6
18 years	50	5 12 0
19 years	70	7 17 0
20 years	90	10 1 6

(b) A junior employee shall be entitled to the same dust allowance as an adult filling a corresponding position.

(c) A junior employee working in the "Track shed" shall be paid the appropriate rate prescribed for a classification under the heading "Other Employees" in sub-clause (ii) hereof.

(ii) Other Employees.

	Weekly Employment.	Casual Employment
	per week. £ s. d.	per hour. s. d.
<i>Group 1.</i> Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; doing general maintenance work, and greasing	11 4 0	6 1 ³⁷ / ₄₀
<i>Group 2.</i> Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers; attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors	11 9 10	6 3 ¹⁷ / ₂₀
<i>Group 3.</i> Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship	11 15 8	6 5 ³¹ / ₄₀

(iii) Leading Hand.

A leading hand in any section shall be paid 3d. per hour more than the rate paid to employees whose work he is required to supervise.

SEASONAL WORKER'S ALLOWANCE

3. A weekly employee whose employment is terminated by the employer within six successive months of such employment for any cause, other than for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, shall on such termination be entitled to be paid for each week of his period of weekly employment an allowance of five per cent. of the total of—

- (i) so much of his earnings as does not exceed the total basic wage on which each week's earnings were based, and
- (ii) an amount of twenty-five shillings.

DUST ALLOWANCE.

4. In addition to the wage rate prescribed in clause 2 hereof any person employed at the work described hereunder shall be paid an allowance as follows :—

- (i) Track shed employee during wheat receiving operations, employee cleaning out track hoppers, dust-house operator 1s. per hour.
- (ii) Any employee, other than an employee covered by placitum (i), working in the terminal during wheat handling operations 6d. per hour.
- (iii) Any employee working in any portion of the terminal when wheat is not being handled, but when general cleaning down is being effected at the direction of the Superintendent 6d. per hour.

JUNIOR LABOUR.

- 5. (a) No person under the age of 16 years shall be employed at the trade.
- (b) The proportion of junior labour shall not exceed one junior to each eight persons receiving not less than the minimum wage.

ORDINARY HOURS (OTHER THAN FOR SHIFT WORK).

6. The ordinary hours Monday to Friday, both inclusive, shall (except for shift work) be from 8 a.m. to noon and 1 p.m. to 5 p.m., unless otherwise agreed upon between the employer or his representative and a majority of the employees concerned.

The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 16 occur. In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

OVERTIME (OTHER THAN FOR SHIFT WORK).

7. Payment and conditions for all time worked outside ordinary hours shall be as follows :—

- (a) Between 5 p.m. on an ordinary working day and 8 a.m. on the following day time and a half for the first four hours and double time thereafter, such double time shall continue until the employee is relieved from duty for a period of at least eight consecutive hours;
- (b) Before noon on Saturday time and a half for the first four hours and double time thereafter;
- (c) After noon on Saturday double time;
- (d) Periods of work performed before 8 a.m. and after 5 p.m. on any ordinary working day shall be cumulative and paid for at the rate of time and a half for the first four hours and double time thereafter;
- (e) Employees other than shift workers shall be entitled to a meal break of one hour without pay after the expiration of four hours on duty, subject however, to the exception provided in sub-clause (g) hereof;
- (f) Where an employee is required to work outside ordinary hours he shall be paid the appropriate overtime rate as for a minimum period of one hour and where the work exceeds one hour he shall be paid as for not less than half an hour for each subsequent half hour's work entered upon;
- (g) Where an employee is called upon to work through a meal break to finish a ship he shall be paid the appropriate rate plus 2s. 6d. per hour until such time as work finishes or a meal break is allowed. Provided that the minimum rate payable shall be not less than double time.

SHIFT WORK.

- 8. (a) The employer shall have the right to require any employee to work in shifts where, in the opinion of the employer, it is not reasonably practicable to carry on the operations of the employer without such shift work.
- (b) The ordinary hours for a shift shall not exceed eight on any day, Monday to Friday inclusive, and any excess shall be paid for at the rate of time and a half for the first four hours and double time thereafter.
- (c) Except as provided in sub-clauses (d) and (e) hereof employees engaged on shift work shall be paid the sum of 12s. 6d. per week in addition to the rates prescribed in clause 2 hereof. Provided that such additional rate shall not apply to employees engaged solely upon day work.
- (d) Employees engaged on afternoon and night shifts only, that is when they are not changed to day shifts, afternoon shifts, and night shifts in regular rotation shall be paid a sum of 18s. 6d. per week in addition to the rates prescribed in clause 2 hereof.
- (e) Employees engaged on day and night shift only shall, for the week in which they are employed on the night shift, be paid a sum of 18s. 6d. per week in addition to the rates prescribed in clause 2 hereof.
- (f) Provided that any employee instructed by his employer to change shifts during any week shall be paid an additional 2s. 6d. for each change but not for the change back again.
- (g) Employees working on shifts shall be allowed crib time not exceeding thirty minutes in each shift at such times as may be fixed by the employer and such crib time shall be counted as time worked.

SPECIAL RATES FOR PUBLIC HOLIDAYS AND SUNDAYS.

9. (a) Double time shall be the rate for all work done on New Year's Day, Australia Day, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, 13th November, 1951, and Boxing Day and all other gazetted or statutory holidays which are observed by the Railways Department so far as goods traffic is concerned in the location where a seaboard grain terminal exists, provided that if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable for work done only on the day so substituted.

(b) Two and a half times the ordinary rate shall be payable for all work done on Sunday, Christmas Day, Good Friday and the days observed at Geelong as Labour Day and Union Picnic Day, provided that if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable for work done only on the day so substituted.

MIXED FUNCTIONS.

10. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked with a minimum of one hour.

TIMES AND PLACES OF ENGAGEMENT.

11. Employees may be engaged at a point adjacent to the track shed. The times for engaging labour at such place shall be between the hours of 7.45 a.m. and 8 a.m., Monday to Saturday inclusive. This clause shall not preclude the right of the employer from engaging employees at another place subsequent to 8 a.m. provided there is insufficient suitable labour available at the pick-up point at that hour.

TERMS OF ENGAGEMENT.

12. (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 may be given at any time (but not continued from week to week) or one week's wages paid or forfeited as the case may be in lieu thereof.

(b) Except for overtime work as provided for in clauses 7 and 9 hereof, a casual employee shall be guaranteed not less than four hours' engagement on any day provided that should his time of commencement be earlier than 12 noon, he shall, if required to work after the midday meal break, be guaranteed at least four hours' work after such break unless he leaves of his own accord before the completion of such period.

(c) Where a weekly employee is engaged to begin work on any day other than the commencing day of a weekly pay period he shall be entitled to be paid at casual rates for the broken portion of the week worked by him.

(d) A weekly employee to be entitled to the weekly wage shall be available ready and willing to perform his 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. Provided that the employer may deduct for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

Where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment but may leave the employment instantly.

(e) Subject to the provisions of clause 13 hereof any weekly employee not attending for duty shall lose his pay for the actual time lost.

SICK LEAVE.

13. (a) Any weekly employee who, having had at least three months' service with the employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows :—

- (i) during the first year—3½ hours' ordinary pay for each complete month of service ;
- (ii) during any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 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 ; and provided further that he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

For the purpose of administering this sub-clause "year" means a period of twelve calendar months, commencing from the first day of weekly employment of an employee, and commencing from the anniversary of such date in subsequent years.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's opinion, the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) hereof.

(c) 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 re-imbursed by the employer all expenses reasonably incurred in connexion with such attendance.

(d) Where an employee is engaged for broken periods of service in successive years with the same employer, each period including and subsequent to a qualifying period of three months' service shall be added for the purpose of calculating credit of sick leave as prescribed herein.

(e) 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. For the purposes of this sub-clause service prior to the 28th April, 1950, shall be disregarded.

(f) The employer shall not terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this clause.

CASUAL EMPLOYMENT.

14. Subject to the provisions of clause 12 sub-clause (b) hereof, the engagement of any casual employee may be terminated at any moment without notice.

MEAL ALLOWANCE.

15. (a) An employee called upon to work overtime except as provided in clause 7 sub-clause (g) hereof, shall be paid a meal allowance of three shillings for each meal occurring in the overtime period or provided with a meal not to exceed a cost of three shillings for each such meal.

(b) Provided that when it is necessary to work overtime to clear the line, and the work by mutual consent is carried on through the meal hour and does not exceed one hour's duration, the meal allowance is not to be paid.

TRANSPORT.

16. (a) Transport if required at the Geelong Grain Terminal will be provided without charge from the terminal to the corner of Moorabool and Ryrie-streets, Geelong for all employees who are required to work overtime at the terminal and who cease work at or after 10 p.m. Provided that where the men concerned cannot be transported from the terminal to the abovementioned point in Geelong in sufficient time to enable them to catch their last trams home from Geelong the men shall be provided with transport, if required, to their homes.

(b) Where work is performed on a Sunday at the Geelong Grain Terminal the employer shall provide transport from and to the Belmont Bridge at Geelong.

HOLIDAYS.

17. Weekly employees shall be granted the following holidays without deduction of pay :—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, Union Picnic Day, 13th November, 1951, and all other gazetted or statutory holidays which are observed by the Victorian Railways Department so far as goods traffic is concerned in the location where a seaboard grain terminal exists. Union Picnic Day shall be observed on a day to be mutually agreed upon between the Federated Storemen and Packers' Union and the employer concerned.

Provided that an employee who fails to attend for work on the working day immediately preceding, and the working day immediately following a prescribed holiday or holidays without reasonable excuse, or without the consent of the employer, shall not be entitled to payment for such holiday or holidays.

PAYMENT OF WAGES.

18. Wages of employees shall be paid not later than Friday in each week and shall include payment for all time worked up to and including midnight on the preceding Wednesday. Upon termination of his employment all monies due to an employee shall be paid to him on the day of such termination or forwarded to him by post on the next working day provided that, in the case of a casual employee leaving the job before the completion of his engagement, he shall not be entitled to payment until the next succeeding pay day.

ANNUAL HOLIDAY.

19. 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.

HOT WATER.

20. The employer shall provide free of charge hot water for the use of employees at the midday meal hour.

SMOKE-OHS.

21. Employees shall be entitled to a smoke-oh of 10 minutes in the morning and afternoon and at intervals of two hours during shift or overtime work.

RIGHT OF ENTRY OF UNION OFFICIAL.

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

- (i) That he produces his authority to the employer or his representative;
- (ii) That he interviews employees only at the place where they are taking their meal;
- (iii) That not more than one representative in all be in any establishment at any one time;
- (iv) That no one representative visit an establishment more than once a fortnight;
- (v) That if an employer alleges that a representative is unduly interfering with his establishment or is creating dissatisfaction 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.

EMPLOYER TO PROVIDE TOOLS.

23. All tools which employees are required to use in the course of their work shall be provided by the employer.

ORDINARY PAY.

24. For the purposes of this Determination "ordinary pay" shall not include any dust allowance, premium for shift work, overtime pay, or seasonal worker's allowance.

CONSTITUENTS OF WAGES RATES.

25. The wages rates prescribed in clause 2 consist of the following.

	Group 1.	Group 2.	Group 3.
	£ s. d.	£ s. d.	£ s. d.
Basic wage	9 19 0	9 19 0	9 19 0
Margin	0 14 0	0 19 10	1 5 8
Special loading	0 3 0	0 3 0	0 3 0
Industry loading	0 8 0	0 8 0	0 8 0
Total weekly wage	11 4 0	11 9 10	11 15 8
Addition for casual work (10 per cent.)	1 2 5	1 3 0	1 3 7
Wage for casual work } Weekly	12 6 5	12 12 10	12 19 3
} Hourly	6 1 ³⁷ / ₄₀	6 3 ¹⁷ / ₂₀	6 5 ³¹ / ₄₀
(i.e. 1/40th of weekly wage.)			

PERIODICAL ADJUSTMENT OF WAGES.

26. The weekly wages rates in clause 2, (ii), "Other Employees", are based upon the following basic wage, and pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 27. The hourly rates and rates for junior employees shall be adjusted at the same time as the rates for the said "Other Employees" by adopting the following methods:—

(i) Hourly rates.

The amount of the Basic Wage shown in the table in clause 25 is amended to conform with the variations from time to time. Consequential amendments are made to the total wages for weekly and casual employees, and the adjusted hourly rates ascertained as set out therein.

(ii) Junior employees.

The wages of junior employees shall, in accordance with the table set out in clause 2, conform with the percentages of the minimum wage prescribed for "Other Employees" as adjusted from time to time. Such wages shall be calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

Basic Wage.

Place.	Basic Wage (Adjustable.)	Index Number Set Assigned.
	Per Week. £ s. d.	
Within the areas to which this Determination applies	9 19 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

27. (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, 1952, the amount of the Basic Wage shall be as prescribed in clause 26.

(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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 31st October, 1951.

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No. 11]

THURSDAY, JANUARY 10.

[1952

Factories and Shops Acts.

DETERMINATION OF THE ENTERTAINMENT EMPLOYEES (PERFORMERS) 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 person or persons or classes of persons (other than persons subject to the jurisdiction of any Wages Board heretofore appointed) engaged as performers in radio or other entertainments conducted for private gain has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in December, 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.—Theatrical or Other Entertainments. (OTHER THAN RADIO ENTERTAINMENTS.)

RATES OF PAY.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both, shall be as set out hereunder:—

A—CLASS “A” PRODUCTIONS.

Engaged by the Week—	(Per Week)
	£ s. d.
(i) Actor (18 years of age and over)	9 11 0
(ii) Actress (18 years of age and over)	9 0 0
(iii) Male engaged in the chorus or ballet (18 years of age and over)	8 1 0
(iv) Female engaged in the chorus or ballet (18 years of age and over)	7 1 0
(v) Supernumeraries engaged by the week shall be paid 5s. for each rehearsal and 6s. for each performance with a minimum payment per week of £2 10s. Supernumeraries on tour shall be paid the applicable chorus or ballet rates of pay together with “on tour allowances” as hereinafter prescribed.	
(vi) Walking understudy and/or supernumerary understudying one of the other roles in the production and speaking not more than 80 words in the production	
(a) Male (not on tour)	8 11 0
(on tour)	9 11 0
(b) Female (not on tour)	7 17 0
(on tour)	9 0 0
(vii) A member of the chorus or ballet speaking not less than seven lines containing in the aggregate not less than 30 words shall be paid an additional sum of not less than 10s. per week.	
(viii) Juveniles—	
(a) Male	
Under 14 years of age and not under sub-clause (c) hereof	2 15 0
14 years of age and under 16 years of age	3 10 0
16 years of age and under 18 years of age (not on tour)	4 10 0
(on tour)	6 10 0
(b) Female	
Under 14 years of age and not under sub-clause (c) hereof	2 15 0
14 years of age and under 16 years of age	3 10 0
16 years of age and under 18 years of age (not on tour)	4 10 0
(on tour)	5 10 0
(c) Children under fourteen years of age who are engaged in pantomime who do not appear in night performances shall be paid £1 per week for 6 performances or £1 12s. 6d., for 12 performances and shall perform one rehearsal on the stage before commencement of production without payment. The material for the wardrobe for these children shall be supplied by the employers: if the employer makes the costume it shall remain the employers’ property but otherwise it shall be the property of the child.	

- (ix) When "on tour" the following "on tour allowances" shall be added to the rates hereinbefore specified:—
- | | (Per Week) |
|---|------------|
| | £ s. d. |
| (a) Playing in Melbourne | 1 1 0 |
| (b) Playing in other cities and towns | 1 11 0 |
- (x) A member of the ballet or chorus who acts as deputy ballet or chorus master or mistress or who, under the instructions and supervision of the producer or stage manager supervises the numbers or acts to be performed by the ballet or chorus during a performance shall be paid not less than 16s. per week in addition to the per week rate.
- (xi) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional five (5) shillings per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian or leading actress or comedienne ten shillings per week shall be paid for that part instead of or in addition to the five shillings as the case may be.

B—CLASS "B" PRODUCTIONS.

NOTE.—In the case of any theatrical performance conducted in a temporary structure in the city of Melbourne, such performance shall be classified as a B Class production only if such performance is conducted at a distance which is not less than two miles from the Town Hall in the City of Melbourne, and provided also, that maximum admission charge to such performance is not more than five shillings exclusive of any entertainment tax.

- | | (Per Week) |
|---|------------|
| | £ s. d. |
| (i) Actor or Actress (17 years of age and over) | 9 6 0 |
| (ii) Male engaged in the chorus or ballet (17 years of age and over) | 8 1 0 |
| (iii) Female engaged in the chorus or ballet (17 years of age and over) | 6 17 0 |
| (iv) Juveniles (i.e. those employees who are not more than 16 years of age): The appropriate rates provided in sub-clause A hereof. | |
| (v) When "on tour" the sum of £1 5s. "on tour allowance" shall be added to the rates hereinbefore specified. | |

C—AGGREGATE PAYMENTS.

Notwithstanding any contract or arrangement no employee engaged by the week shall be paid or receive from his employer in respect of the whole period of his employment an aggregate of payments and allowances less than the aggregate of the minimum payments and allowances for ordinary work, overtime work, extra performances, and travelling fares and expenses payable to or receivable by an employee under this Determination in respect of similar employment in the absence of any such contract or arrangement.

REHEARSALS.

3. A person who attends rehearsals at the direction of an employer for a future production and who is not at that time employed in any current production by that employer shall for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production be paid as follows:—

- (a) Actors and Actresses—Musical Productions and Variety—
- | | (Per Week) |
|---|------------|
| | £ s. d. |
| Up to 24 hours' rehearsal per week | 3 0 0 |
| More than 24 and not more than 36 hours' rehearsal per week | 4 10 0 |
| More than 36 and not more than 48 hours' rehearsal per week | 6 0 0 |
| All work in excess of 48 hours per week shall be paid for at overtime rate. | |
- (b) Actors and Actresses—Legitimate Productions.
- | | |
|---|-------|
| Up to 30 hours' rehearsals per week | 3 0 0 |
| All work in excess of 30 hours per week shall be paid for at rates to be arranged between the employer and the Union. | |
- (c) Ballet, Chorus, Showgirls, &c.
- | | |
|---|--|
| Up to 24 hours' rehearsals per week—one half of the appropriate per week rate prescribed in clause 2 hereof. | |
| More than 24 and not more than 36 hours' rehearsals per week—three quarters of the appropriate per week rate prescribed in clause 2 hereof. | |
| More than 36 and not more than 48 hours' rehearsals per week—the appropriate per week rate prescribed in clause 2 hereof. | |
| All work in excess of 48 hours per week shall be paid for at overtime rate. | |
- (d) Rehearsal hours shall (subject to clause 15 hereof) be at the discretion of the employer.
- (e) No rehearsal shall be called on Christmas Day, Good Friday or on a Sunday except in an emergency and in that case the employee shall be paid one-third of the prescribed per week rate for any work carried out on that day.
- (f) Rehearsals for supernumeraries may be called at any time mutually agreed on between the employer and the Union. Such rehearsals shall not exceed two and a half hours in length.

CASUAL ENGAGEMENTS.

4. (a) Casual employees (other than supernumeraries) shall for each performance be paid one-sixth, plus 15 per cent thereof, of the appropriate per week rate. The maximum length of such a performance shall be three hours (exclusive of making up and taking off &c.).

(b) In the case of actors, actresses, and dance-band vocalists the foregoing casual rate shall include one rehearsal of not more than 2 hours' duration and which shall be held not more than 48 hours before the time of the performance.

(c) In the case of vaudeville, variety acts, specialty artists, specialists, singers, dancers, chorus and ballet, the foregoing casual rate shall include one rehearsal of not more than one hour's duration and which shall be held not more than 48 hours before the time of the performance.

(d) Any rehearsal required by the employer additional to the foregoing shall be paid for at the rate of 7s. 6d. for two hours (minimum) and over and above two hours at the rate of 2s. per half hour or part thereof, provided, however, that if the employee desires to leave the rehearsal before the completion of two hours, payment shall be at the rate of 2s. per half hour or part thereof for the time actually worked.

(e) Casual supernumeraries shall for each day of employment be paid as follows:—

	(Per Day)
	s. d.
For attending a rehearsal and performance in one day	16 0
For attending two performances in one day	15 0
For attending a performance only in one day	7 0
For attending a rehearsal only in one day	8 0

TRAVELLING.

5. (a) An employee who lives in and is under casual engagement to perform any work at any place outside the Metropolitan area shall have first class rail or other transport provided by the employer and if required to travel at night shall be provided with a sleeping compartment in the case of rail travel. Should the employer not provide such sleeping compartment the employer shall pay to the employee the sum usually charged to the employer by the Railway Authorities therefor.

(b) The employer shall provide reasonable accommodation at a hotel or boarding house for any such casual employee who is obliged to remain and lodge overnight at any place other than his usual place of abode and in default thereof shall pay such employee the sum of 12s. 6d. for each night that the employee is obliged to remain and lodge overnight at any place other than his usual place of abode, and shall also provide the employee with suitable meals or in lieu of each such meal the employer shall pay the employee the sum of 2s. 6d. per meal.

(c) Should the total time of an employee's absence from the Metropolitan area plus the time occupied in the outward and return journey of a casual employee travelling to and from employment outside such Metropolitan area exceed twenty-four hours, such employee shall be paid in addition to the applicable rate one half of the casual rates hereinbefore provided for each period of twelve hours or part thereof of such excess, in addition to the provision of lodging.

(d) An employee engaged by the week, when travelling on duty, shall be provided by his employer with first class accommodation by rail.

(e) A weekly employee, when travelling on duty at night by train, shall be provided with sleeping accommodation, and if such sleeping accommodation is not available the employee shall be paid the sum which would be charged to the employer by the railway department for such sleeping accommodation if it were available.

(f) Employees engaged by the week while on tour shall be paid their weekly wages from the time the employees leave the place of engagement until they return to that place at the end of the tour, broken weeks at the beginning of the tour to be paid for *pro rata*, and the days of departure and return other than Sundays to be each counted as one day worked.

(g) Provided that where employees engaged in performances of a B class production, travel by rail on rail lines which are not reasonably considered as main lines, but could be construed as branch lines, it shall be allowable for the employer to provide such employees with second class rail accommodation if the distance to be travelled to the next town of performance is less than 100 miles. Where such employees travel at night on rail lines where sleeping compartments are not provided the employer shall be exempt from sub-clause (e) of this clause if he ensures that not more than four employees travel in each compartment.

(h) Where employees are required to travel by land transport other than rail transport, the employer shall ensure adequate and comfortable and covered conveyances with seating for each employee.

AGREEMENT FOR LOWER RATES.

6. Where the Federal or State Executive of the Union agrees with any employer that for special reasons rates lower than those prescribed herein should be accepted by an employee, such lower rates may be agreed upon between the said Union and the employer and paid.

SPECIAL ATTENDANCES.

7. If for the purpose of wardrobe, photography, or any other matter connected with an employer's business, he requires an employee to attend at any place before the commencement of his period of employment, he shall pay the employee for the time of such attendance *pro rata* at the minimum rate prescribed for the employee by clause 2 of this Determination with a minimum payment as for three hours.

This time of any such attendance during the period of employment shall be counted as time worked.

WAGES WHEN PAID.

8. Wages shall be paid to an employee without any deductions (other than advances on account of wages, fines or tax or other deductions which the employer is bound by law to deduct) not later than 10 p.m. on the Friday of each week, except in the case of a broken week, when payment shall be made not later than the same hour on the night of the last performance; Provided that should any employee be short paid or over paid in any week, in the case of short payment he shall receive the amount short paid on the following pay day or as soon thereafter as possible, and in the case of over payment, the amount overpaid shall be deducted from the employee's wage on the following pay day or as soon thereafter as possible: Provided further that this clause shall not affect sub-clause (f) of clause 9 and clauses 11 and 20 of this Determination.

ENGAGEMENT.

9. (a) In the case of employees not engaged for a tour and not paid the rates for those casually engaged, the employment shall be terminated on either side only by a week's notice, either given in writing or plainly posted up on the call board or other place seen by the employees in the ordinary course of their employment, which notice may be given at any time during the week, and the employee shall only be entitled to payment *pro rata* for the time up to the expiration of the notice.

(b) In the case of an employee engaged for a tour the employment shall continue until the employee is returned to the place of engagement, but may, in the absence of any agreement to the contrary, be then terminated without notice. Should the employee leave the employer's employ during the course of the tour such employee shall be responsible for his own return fare unless such leaving be justified by and directly attributable to a breach of the Determination by the employer with respect to such employee during the employment, in which case the fare shall be payable by the employer.

(c) If any work is done by an employee for the employer after the time of the expiration of the notice under sub-clause (a) hereof or after the termination of a touring engagement under sub-clause (b) hereof otherwise than in pursuance of a separate weekly or touring engagement, it shall be paid for at casual rates.

(d) Employees, to become entitled to be treated as being engaged by the week, must 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 employees affected.

(e) Nothing in this Determination shall affect any legal right of an employer to dismiss without notice any employee, whether on tour or not, for malingering, neglect of duty or misconduct; and in case of such dismissal, wages shall be payable for the employment up to, but not after, the time of the dismissal.

(f) Notwithstanding anything contained in this Determination an employer may deduct payment of wages for any day on which an employee cannot be employed in his usual class of employment because of—

- (i) any strike;
- (ii) any breakdown of machinery;
- (iii) any stoppage of work unavoidable by the employer.

TRY-OUTS.

10. The engagement shall not be deemed to have commenced until after a "try-out" if such try-out is desired; and an employee shall not be entitled to any payment until he or she is definitely engaged, except as prescribed herein and for any rehearsals as prescribed in this Determination. Any try-out involving an appearance in public shall be paid for at the prescribed casual rate for the class of employee in question and any try-out not involving public appearance shall not be paid for unless the number thereof exceeds three in any calendar month, in which case there shall be paid for each try-out in excess the casual rate as aforesaid. No try-out shall be held on a Sunday.

ABSENCE FROM DUTY.

11. (a) Any employee paid per week absent from duty shall lose pay proportionate to the time of such absence unless he produces or forwards to his employer within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the absence was reasonable, because of either—

- (i) Any illness of himself due neither to his own default nor to accident arising otherwise than out of and in the course of his employment;
- or
- (ii) any bodily injury to himself caused by accident arising out of and in the course of his employment.

(b) If any dispute shall arise as to deduction of pay on the ground that satisfactory evidence has not been produced or forwarded, the question whether the evidence should have been accepted by the employer as satisfactory may be determined by the local secretary or other authorized representative of the Union and the employer or his representative.

(c) This clause shall not affect any right of the employer to determine the employment in accordance with clause 9 of this Determination.

HOURS.

12. Hours of duty shall not exceed $8\frac{1}{2}$ in any one day nor 96 in any one fortnight, including both performances and rehearsals.

OVERTIME.

13. (a) For all time worked over $8\frac{1}{2}$ hours in any one day or 96 hours in any one fortnight, the employee shall be paid at the rate of time and a quarter.

(b) If an employee is detained in the theatre by the employer or his representative until after 11.30 p.m. he or she shall be paid for the time he or she is detained after 11.30 p.m. at the rate of time and a half.

(c) If a female employee is detained too late to travel by the last tram or train to her home (temporary or permanent), as the case may be, the employer shall provide for her proper conveyance to her home. This provision shall also apply to a male employee if his home is more than a mile from the theatre.

TIMES OF PERFORMANCE AND REHEARSAL.

14. (a) Where a rehearsal is held on the same day as a performance the rehearsal shall not exceed $4\frac{1}{2}$ hours in duration. Such rehearsal shall not commence before 10 a.m. and shall finish at or before 4 p.m., with an interval of at least one hour, or at the employer's option the rehearsal may commence at 10 a.m. and continue until 1.30 p.m. without any interval. If no performance is held on the same day as a rehearsal, such rehearsal shall not exceed $8\frac{1}{2}$ hours in duration, with an interval of at least one hour. The employee shall be dressed and ready to begin rehearsal at the time fixed to start. Each of the intervals shall contain at least one continuous hour clear of any dressing, undressing, re-dressing, making-up or other work. The said intervals shall be given during the period between the hours of noon and 2 p.m. and 6 p.m. and 8 p.m. as the case may be. If the aforesaid hours are exceeded or the said continuous clear hour is curtailed, overtime shall be paid for the extra time worked or for the time of the curtailment.

(b) Where in the ordinary course of business not more than eight performances are given in any one week, no call of any kind shall be made on a day where more than one performance is given except in case of emergency.

TIME FOR DRESSING.

15. Thirty minutes shall be allowed an employee for preparatory duties incidental to a performance such as undressing, making-up and re-dressing, and fifteen minutes shall be allowed after a performance for undressing, washing off grease paint, and re-dressing; such time shall count as working time.

NUMBER OF PERFORMANCES.

16. (a) The wages prescribed in paragraphs (i), (ii), (iii), (iv), (vi), (vii), and (viii) of clause 2 of this Determination as adjusted under clause 51 of this Determination shall be the weekly wage for the purposes of calculating hourly rates, overtime, Sunday and holiday rates, rehearsal rates under clause 3 of this Determination and any other rates of pay based on the weekly wage.

(b) When extra performances exceeding eight, but not exceeding twelve are presented in Christmas week, Easter week or during the pantomime season in December, and January, employees shall be paid a total of one-ninth of their weekly wage extra for such performances.

(c) When an extra performance is presented in any week in which a public holiday occurs, employees shall be paid one-ninth of their weekly wage extra for such performance.

(d) Where employees give more than eight performances in any one week they shall be paid one-eighth of their weekly wage extra for each such additional performance.

(e) In the circumstances set out in sub-clause (b) hereof, employees (being in the chorus or Ballet), shall in addition be entitled to holidays equal to one-twenty-fifth of the period worked for twelve performances per week or alternatively shall be entitled to payment in lieu thereof.

(f) In the case of B class productions (as defined in B of clause 2 of this Determination) when extra performances exceeding 8, but not exceeding 12 are presented during a season of not more than 3 weeks commencing on Boxing Day, and which includes presentation of pantomime, employees shall receive in addition to their usual weekly wage and in addition to any "on tour allowance" for which they may qualify the following additional sums:—

(i) For each performance in excess of 8 up to and including an eleventh performance in one week—a sum equal to 10 per cent of the employee's total weekly wage and allowance for each such performance.

(ii) For a twelfth performance in any one week—a sum equal to 5 per cent of the employee's total weekly wage and allowance.

(iii) For each performance over and above 12 in any such week—a sum equal to one eighth of the employee's total weekly wage and allowance for each such performance.

(iv) When extra performances exceeding eight are given in any other circumstances in respect of B class productions the employee shall receive in addition to his week's wage a sum equalling one eighth of the employee's weekly wage in addition to such wage and allowance for each performance over and above 8.

SUNDAYS AND PUBLIC HOLIDAYS.

17. For any work done on Sundays or public holidays, payment shall be made at least as follows:—

(a) On Sundays—

(i) If the engagement is by the week, one-third of the weekly wage received by the employee in addition to his wage for the week.

(ii) If the engagement is not by the week, at least double the prescribed minimum per day rate.

(b) On Good Friday, Christmas Day and Labour Day—

(i) If the engagement is by the week, one-sixth of the weekly wage received by the employee in addition to his wage for the week or tour.

(ii) If the engagement is not by the week, double the prescribed minimum per day rate.

(c) On other holidays—

(i) If the engagement is by the week, one-twelfth of the weekly wage received by the employee in addition to his wage for the week or tour.

(ii) If the engagement is not by the week, one and a half times the prescribed minimum rate per day.

The said other holidays are the days observed as New Year's Day, Australia Day, Easter Monday, Anzac Day, King's Birthday, Boxing Day and all other days regarded and observed as holidays throughout the State, but where any of the holidays named are observed on different days in different parts of the State, employees shall only be entitled to extra payment from the one employer for work on one of such days in each year.

(d) In the case of employees engaged by the week, if by reason of any of the holidays referred to in this clause being a holiday no work is done thereon, the wage for the week or tour shall nevertheless be paid without deduction therefor and such holiday shall, for the purpose of clause 13 of this Determination be treated as if there had occurred thereon one of the eight or two of the twelve performances for which that clause provides.

(e) If an employee is required by his employer to travel on a Sunday, he shall, unless he is paid in pursuance of this clause for working on the said Sunday, receive therefor, if engaged by the week one-twelfth, or if not so engaged, one-half of the prescribed minimum per week or per day rate appropriate for him.

TRANSPORTATION OF LUGGAGE.

18. All luggage required by the employee in the execution of his duties shall be taken from the wharf or railway station to the theatre and from the theatre to the wharf or railway station, and from theatre to theatre, at the employer's expense. All reasonable care, but no responsibility, shall be taken by the employer.

In the case of canvas theatres (country touring tent shows) if the employer's canvas theatre or other place of performance is over half a mile by the shortest available route from the wharf or railway station and there are no trains or other public transport services readily available at the time of arrival or departure of the employees for the commencement or at the conclusion of the show in the town the employer shall at his expense provide transport for the employees and their luggage to and from the station or wharf and the place of performance.

WARDROBE AND MAKE-UP.

19. (a) The employer shall provide make-up for supernumeraries when such employees are not receiving at least the prescribed chorus or ballet rates of pay.

(b) Actors and Actresses shall provide their own make-up. When the employer requires the employee to use special body make-up (other than facial or in cases of specialty acts) the employer shall provide such make-up.

(c) The employer shall provide wardrobe "wigs" and appurtenances required by him to be used in performance or rehearsal and they must be clean when so provided.

(d) All laundry made necessary by the work of the employee for the employer shall be done at the employer's expense.

PENALTY FOR BREACH OF DUTY.

20. An employer may at his discretion inflict a fine of 5s. upon an employee or suspend him for one performance with loss of pay or instantly dismiss him for any unpunctuality or missing of an entrance, or any dereliction of duty during a performance and/or rehearsal: Provided that whenever a penalty as aforesaid has been imposed the employer shall when paying the employee give a written notice to the employee so penalised stating the amount of the fine, and the offence committed and the date thereof, and the employee shall have the right of appeal to a committee of two, one to be nominated by the employee and the other by the employer or his representative.

TIME BOOKS TO BE KEPT, ETC.

21. (a) The employer shall keep a time book or time sheet properly posted in ink, showing the names of and times worked by each employee, and the wages paid to each employee from week to week.

(b) The time book or time sheet shall, after all the time worked previous to the entry by an employee has been entered therein, be produced to such employee, and such entry if correct, shall be vouched by his signature in the time book or time sheet, and the entries of the time so worked may be checked by an accredited representative of the Union if he be available at the place of business and by the employer's representative who shall, if the entries be correct, vouch for them by their signatures in the time book or time sheet.

(c) The time book or time sheet with all the entries therein, and the relevant wages' receipts shall on demand, be produced by the employer for inspection at the place where they are kept, at any time between the hours of 10 a.m. and 1 p.m. during any day except pay day, to an official of the Union who has been authorized in writing to inspect the same by the General Secretary or Secretary of the State Branch or Division of the Union. One clear day's notice, setting out the grounds for desiring such inspection, shall be given to the employer of any intended inspection. No authority to inspect shall be given by the Union unless the General Secretary or State Branch or Divisional Secretary has good reason to suspect that a breach of this Determination has been committed by the employer, whose time book or time sheet or wages' receipts are to be inspected.

ACCESS FOR UNION REPRESENTATIVE.

22. The President and General Secretary or any other two officers of the Union, duly authorized in writing, shall, not more than three times in any one week, have access to any place of rehearsal and/or performance to interview employees when they are off duty. The Union representatives shall not attempt to interview any employee on or in the precincts of the stage during any actual performance or rehearsal and shall not detain any employee from making an entrance.

DEFINITIONS.

23. (a) "Union" means the Actors' and Announcers' Equity Association of Australia.

(b) "Engaged by the week" means being engaged for at least a week of employment terminable only in the manner prescribed by clause 9 of this Determination or being engaged for employment to last longer than a week.

(c) "Engaged casually" means being engaged otherwise than by the week.

(d) "Actor or Actress" means a person who takes part in a performance and is required to speak by himself or herself in the aggregate more than 80 words, or to sing by himself or herself more than 40 bars of music, or to dance solo more than 40 bars of music, or to perform any specialty.

(e) "Supernumerary" means a person who takes part in a performance, but is not required therein to speak by himself or herself in the aggregate more than two, or in Shakespearean productions more than five lines, exclusive of shouts, exclamations and utterances marked by authors or stage direction for all (Omnes) the players on the stage to speak at the same time, or required to sing in the aggregate more than sixteen, or in Shakespearean productions more than thirty-two bars of the musical score, if any, and includes anyone appearing as extra lady, show girl or mannequin.

(f) "Time and a quarter", "time and a half" and "double time" used in relation to pay, respectively mean at the rate of one and a quarter, one and a half and twice the actual pay of the employee in question, calculated *pro rata* for the time for which the payment is to be made.

(g) "Playing" means taking part in an actual performance.

(h) "On tour" means being away at the direction of the employer from the actual city, town or other place where the employee was originally engaged by the employer.

(i) "Hometown" means the city or town where the employee was actually engaged by the employer.

(j) "Variety" (performance or production) means a production which contains a number of variety or vaudeville acts and which is not connected by a single or central theme or plot. It may or may not contain a ballet or chorus.

(k) "Run of the show"—"Run of the play"—"Run of the piece" means the period which in any one city commences on the opening night or day of a production and concludes on the last day or night of the presentation of the production in that city.

(l) "Call" means a call or direction to the employee by the employer to attend at a rehearsal at a particular time, or at a particular place and time for the purpose of photography, wardrobe or other legitimate reason.

(m) "Wages" means the rate of wage per week paid to an employee and is exclusive of any overtime or additional payments such as (but not limited to) overtime, holiday remuneration, additional performances, travelling, understudy, ballet or chorus master or mistress rates and the appropriate on tour or travelling allowance.

(n) "Pantomime" is a production with an appeal primarily for children presented during the Christmas holiday period and shall include (in addition to the nursery stories and fairy tales hitherto presented as Pantomime) such productions as "Peter Pan", "Alice in Wonderland", "The Wizard of Oz", "Snow White and the Seven Dwarfs" and the like.

PART II.—Radio Entertainments.

RECORDING.

Casual Employees.

24. (a) These, whether actors, actresses, singers, vaudeville artists, comedians, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

Musical presentations—	£	s.	d.
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per "side"	1	6	6
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof	0	8	0
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1	6	6
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d.	0	10	6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.			
When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of	0	14	0
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or "side."			
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	7	6
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of	0	7	6
"Legitimate" or "Straight" presentations—			
Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per "side"	1	6	6
Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof	0	8	0
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1	6	6
Preliminary rehearsals in which no recording is done per hour or part thereof	0	14	0
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means			

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 13 1 0

For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded "sides of fifteen (15) minutes" shall for each "side" in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

COMMERCIAL ANNOUNCEMENTS.

	£	s.	d.
25. Actors and actresses when used as such or as announcers, comedians or commentators, shall for each hour or part thereof be paid	1	6	6
If used in more than one half (½) the aggregate number of announcements in any one hour, an additional amount of	0	14	0

LIVE SHOWS, ACTUAL BROADCASTS, ETC.

Casual Employees.

26 (a) These whether actors, actresses, singers, vaudeville artists, comedians, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows:—

Musical presentations—	£	s.	d.
Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half (1½) hours—per fifteen (15) minute broadcast	1	6	6
Rehearsal beyond one and a half (1½) hours on any one day, for every quarter (¼) hour or part thereof	0	8	0
Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1	6	6
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.)	0	10	6
When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of	0	14	0
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour broadcast or performance.			
"Legitimate" or "Straight" presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance	1	6	6
Beyond one (1) hour on any one day for every quarter (¼) of an hour or part thereof	0	8	0
Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with minimum per call of	1	6	6
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof	0	14	0
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	7	6
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½ hrs.) or part thereof	0	7	6

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week—

These employees whether actors, actresses, or radio artists, shall for a week's work be paid .. 13 1 0

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of .. 0 14 0

Rehearsal time for each such solo item beyond the first shall be one half ($\frac{1}{2}$) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

Clauses, other than clauses 24 and 26, of the said Determination shall remain in force.

ADDITIONS, SAMPLE RECORDINGS, OR TRIAL BROADCASTS.

27. These according to their specific type as set out in this Determination, and whether broadcast for public or private purposes, or recorded for any reason whatever, shall be paid for in full, but this shall not apply to any voice test in private unless it entails a previous rehearsal.

REMAKES OF RECORDINGS.

28. Should a remake be necessary owing to the mistake of any member of the cast, the remake shall be made by the cast without charge provided that no longer interval occurs than is necessary for a replay of the disc, for which time the cast shall remain in attendance.

If the necessity for a remake owing to such mistake is not discovered until later than as aforesaid the cast shall perform the remake at half rates, and if the remake is necessary owing to any technical fault or to any mistake other than that of one of its members, the cast shall be paid as for a new recording.

In the event of a power cut interrupting the work for which the artist has been called, such artist shall be paid at the rate of 12s. 6d. for each hour or part thereof already worked.

PERFORMANCES BY MEMBERS OF STAFF.

29. Where a member of the management's staff, other than an actor, or actress, is called upon to perform any duty within the scope of this Determination he shall be paid a sum not less than that payable under this Determination for the particular duty so performed, except where such member receives a staff salary or wages greater than the minimum weekly pay herein prescribed for an actor or actress. Provided that when process discs are being recorded he shall be paid the sum as prescribed in clause 24 in addition to his ordinary salary or wages.

BROADCASTS OR RECORDING IN THE PRESENCE OF AN AUDIENCE.

30. Where a broadcast or a recording is made before an audience, members generally of which have paid for admission, each employee taking part in such broadcast or recording shall be paid the additional sum of one quarter ($\frac{1}{4}$) the rate to which he is otherwise entitled, but this shall not apply to community singing advertised and/or announced as such, or to performances of which fifty per cent. at least of the proceeds is donated to charity.

MAKE-UP.

31. (a) Make-up in excess of that normally provided by an actor, or actress, shall be provided at the expense of the management and all dress other than that usually and ordinarily worn by the employee (i.e., such dress as would be worn to and from the place of employment) shall be provided by the management in a clean and fresh condition. The employee shall nevertheless, if so required by the management, provide one dinner dress in a reasonably good condition.

(b) Any cleaning or laundering made necessary by such make-up or by "Business" occasioned for the management's benefit shall be at its expense, but cleaning or laundering which in the ordinary course of events is necessary is excluded from this rule.

LATE ARRIVALS.

32. If an employee is late for a call, the burden shall be borne by the cast. If a producer or any person other than one of the actors, or actresses, delays the rehearsal or recording the burden shall be borne by the management.

CANCELLED CALLS.

33. Should a call be cancelled within twelve (12) hours of the time of such call for any reason other than the non-attendance of an employee the call shall be paid for in full.

MEAL BREAKS.

34. One hour shall be allowed for lunch between 12 o'clock noon and 2 p.m. and one hour for dinner between 5 p.m. and 7 p.m. or at a time to be agreed upon. Should the cast require a "break" for morning or afternoon tea, the time thus occupied shall not be counted as in the time of employment.

PHOTOGRAPH CALLS.

35. All photograph and publicity calls shall be paid for at rehearsal rates.

TIME SHEETS.

36. Every employee shall sign a time sheet provided by the management whereon shall be shown the time occupied, number of records, and footage of films. A copy of this time sheet, together with pay sheets, shall be open for inspection by Actors' Equity representatives if required for checking purposes.

NOTICE BOARD.

37. The management shall provide and place in a position a suitable and easy of access notice board for the display of announcements and notices, and on which the Actors' Equity shall have the right to place relevant notices.

ACCESS.

38. Actors' Equity officials, provided they are duly authorized in writing, shall have access to broadcasting or recording premises for the purpose of interviewing members, when off duty, on union matters, the place of the interview to be arranged between the Actors' Equity and the management, and to be reasonably suitable for the purpose.

ACTORS' EQUITY MEMBERSHIP.

39. No objection shall be taken to nor shall any discrimination be exercised against any employer because of Equity membership or activity.

ONE EMPLOYEE—ONE PART.

40. A broadcast or recording shall be taken as the performance by an employee of one part or character only. In the event of an employee being required to perform more than one part or character he shall be paid an additional sum of one quarter ($\frac{1}{4}$) the prescribed amount, but only if and when the additional part or parts consists of more than 25 words in the aggregate.

SOUND EFFECTS.

41. Should an actor be required to produce sound effects not incidental to his particular part in the broadcasting or recording he shall be paid an additional sum of one quarter ($\frac{1}{4}$) the prescribed amount.

TRAVELLING.

42. First class return fares and reserved seats, wherever obtainable, shall be provided by the management for all employees who may be required to travel in the management's interests. When such travel involves any employee spending the night in the train he shall be provided with a sleeping berth at the expense of the management wherever such berth is procurable, and where not procurable the employee shall be paid the sum usually charged to the public by the Railway Commissioners.

PRODUCERS AND ASSISTANT PRODUCERS.

43. These shall be paid at not less than actors' rates.

STAR ARTISTS.

44. Where an artist is announced as "starred" in any broadcast or recording he shall be paid an additional sum of not less than one quarter ($\frac{1}{4}$) the prescribed rate.

PAYMENT OF WAGES.

45. Casual employees shall be paid within 24 hours after the termination of their work. Weekly employees shall be paid weekly and not later than Friday of each week.

RATES FOR CHILDREN.

46. Children shall be paid at one half ($\frac{1}{2}$) the rates specified in clauses 24 to 26 inclusive.

DETENTION.

47. If a female employee is detained by the employer beyond the hour of 11.30 p.m. the employer shall provide for her proper conveyance to her home whether temporary or permanent. This provision shall apply also to a male employee who is so detained after the hour of midnight.

BROADCAST OF RELIGIOUS SERVICES.

48. Nothing in this Determination shall apply to the broadcasting of religious services.

DEFINITIONS.

49. "Actor" or "Actress" means a person who, having previously so appeared three times within any period of twelve months, appears in any broadcast or recording in which he is required to speak in the aggregate more than five words, or to sing by himself during any such broadcast or recording, or to perform any specialty.

"Casual Employee" means an employee engaged otherwise than as a weekly employee.

"Child" or "Children" means a person or persons under the age of sixteen years.

"Legitimate" or "Straight Presentation" means tragedy, drama, comedy drama, farce comedy, cavalcade of events presented in play form, presentation of events past, present, and future (actual or fictional), presented in play form in which the instrumental music used is only incidental to the presentation for theme, bridge, or link, or to heighten the dramatic value or create atmosphere, and any other presentation other than musical presentation.

"Musical Presentation" means grand opera, opera bouffe, light opera, musical comedy, musical farce, vaudeville, revue, minstrel show, pantomime, or any other presentation in which the dialogue is interspersed with either vocal solos, duets, trios, quartettes, quintettes, octettes, or choruses.

"Time and a half" used in relation to pay means at the rate of one and a half ($1\frac{1}{2}$) times the actual pay of the employee in question, and calculated *pro rata* for the time for which the payment is to be made.

"Weekly Employee" means an employee engaged on a weekly basis and for a minimum period of eight consecutive weeks.

ANNUAL HOLIDAY.

50. 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.

PART III.

This Part applies to all persons covered by the Determination.

PERIODICAL ADJUSTMENT OF WAGES.

51. The wages rates for weekly employees in clauses 24 and 26 are based upon the following basic wage, and pursuant to and in accordance with 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 in clause 52.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	9 19 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

52. (a) For the purposes of this Determination, the expression "Commonwealth Statisticians '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, 1952, the amount of the Basic Wage shall be as prescribed in clause 51.

(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.

CASUAL EMPLOYEES.

53. The wages rates for casual employees in Part II. shall be adjusted from time to time according to variations in the basic wage prescribed in clause 51. The method of adjustment shall be as follows:—

"Using the wages rates prescribed in the Determination which came into force on the 1st March, 1951, and the contemporaneous basic wage of £8 10s. as a base, and adding or subtracting to or from the said wages rates, as the case may be, an amount of 1/20th of one shilling for each variation of one shilling in the said basic wage. The calculation is to be made to the nearest 3d. half or less than half of 3d. in a result to be disregarded."

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

J. W. RYAN, Secretary.

Melbourne, 19th November, 1951.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.