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[1953

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1953.

Dated at Melbourne, this

17th day of November, 1953.

H. N. JONES,

Acting Secretary for Labour.

### SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 32 and 33 of the Determination published in *Government Gazette* No. 508 of the 12th June, 1953, shall be replaced by the following clauses:—

#### SECTION A.

#### SHEEP AND LAMBS.

##### 2. (a) Rates of Pay—

##### (i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 11·525d. per 100 sheep or lambs	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 73s. 3·855d. per 100 sheep or lambs	
To slaughtermen employed in Group C, 73s. 3·855d. per 100 sheep or lambs	

##### To learners—

For the first 21 days of employment—

63s. 10·356d. per day.

Thereafter until considered competent by the employer—

70s. 3·106d. 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 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. 11·525d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 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 80 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 legging 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 2,000 sheep or lambs handled daily per employee and thereafter an additional rate of 6d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate when up to 2,000 sheep or lambs are handled daily on any one ring; when over 2,000 sheep or lambs are handled on any one ring an additional amount of 3d. per 100 shall be paid for all sheep or lambs handled and divided equally among all such employees.

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 80s. 3-38d. per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at triple 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) Dagg, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Dagg 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.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (other than learners) shall be increased by the sum of 24s. plus sick leave loading of 4-656d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

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, pithing, 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 spining, 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.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 24s. plus sick leave loading of 4-656d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CALVES.

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

Skin on—

Calves up to 60 lb. skin on .. .. .	8-875d. per head.
Calves 61 lb. to 90 lb. skin on .. .. .	1s. 1-312d. per head.
Calves 91 lb. to 120 lb. skin on .. .. .	1s. 5-75d. per head.
Calves over 121 lb. skin on .. .. .	2s. 2-625d. per head.

Skin Off—

Calves under 60 lb. skin off .. .. .	1s. 0-5d. per head.
Calves 61 lb. to 90 lb. skin off .. .. .	1s. 8d. per head.
Calves 91 lb. to 120 lb. skin off .. .. .	2s. 4d. per head.
Calves 121 lb. to 200 lb. skin off .. .. .	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—

71s. 9-076d. per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—13-247d. 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.**—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (except calf skimmers skinning cold calves), shall be increased by the sum of 24s. plus sick leave loading of 4·656d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

#### Pigs.

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.
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.

(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 machines, 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.**—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 24s. plus sick leave loading of 4·656d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

#### 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 shall apply:—

- Beef 38 quarters.
- Mutton 65 carcasses.
- Veal 57 carcasses (to be ribbed out and birdcaged).
- Pork 1,900 lb. when boned, derinded and defatted to the satisfaction of the employer or 2,490 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(b) For the purposes of computing the daily pay 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.
- When carcasses are boned out, ribbed and birdcaged four carcasses shall count as five carcasses.

#### Ram—

- Rams shall be paid for at double rates whenever done.

#### 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.

The provisions of sub-clause (b) hereof shall not apply so as to reduce the daily quota as prescribed in sub-clause (a) of this clause.

(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. 10·661d. per quarter.
- Mutton—1s. 3·108d. per carcass.
- Veal—1s. 3·108d. per carcass.
- Pork—3s. 9·323d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.
- 2s. 10·534d. 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 shall apply:—

- Beef 56 quarters.
- Mutton 130 carcasses.
- Veal 228 carcasses.

For the purpose of computing the daily pay the provisions of sub-clause (b) of clause 6 of this Determination shall apply.

(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 1s. 2·54d. per quarter.
- (ii) Mutton 6·264d. per carcass.
- (iii) Veal 3·571d. per carcass.
- (iv) Pork—to be treated at hourly rates.

(c) Bull Beef shall be paid for at 50% above ordinary rates.

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.

8.

**WAGES.**

**APPRENTICES AND IMPROVERS.**

(Solo System only.)

		Weekly Wage.	
		£	s. d.
1st year's experience	.. .. .	9	16 6
2nd "	" .. .. .	12	9 3
3rd "	" .. .. .	13	5 9
4th "	" .. .. .	14	17 2
5th "	" .. .. .	Minimum wage	

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.
	s. d.		s. d.
16 years and under		Boners (Beef and Mutton)	71 9 150
17 years ..	30 6·056	Head and Feet Boners—	
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains	
18 years ..	34 6·056	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	63 5·956
18 years and under		Slicers and Trimmers	67 10·312
19 years ..	37 6·056	Sheep Skin classers	66 1·556
19 years and under		Labourers trimming, cleaning, scalding, and picking tripe	63 5·956
20 years ..	49 7·456	Skin shed labourers	63 1·556
20 years and under		Other Labourers	63 1·556
21 years ..	54 7·456		

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.

**SECTION B.**

**DROVERS, STOCKMEN, OR PENNERS-UP.**

32.

**ADULT WORKERS.**

Men picking up stock at Newmarket Sale Yards—63s. 8·756d. per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—20s. 5·022d. per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—22s. 5·922d. per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—19s. 11·419d. per trip.

Men droving stock from Newmarket Sale Yards to—

- (a) Western and Murray, Geelong-road, Brooklyn .. .. . } 62s. 5·356d. per trip. . . . . } if from Newmarket
- (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn .. .. . } .. .. . } Rail Siding an
- (c) Sims Cooper Freezing Works, Newport .. .. . } 60s. 5·756d. per trip. . . . . } extra 2s. 6d.

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—94s. 6·376d. per period of 24 hours or part thereof, including Saturdays and Sundays.

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

64s. 8·206d. per day.

All others—

63s. 1·556d. per day.

33.

JUVENILE WORKERS.

								Wages per Day.	
								s.	d.
16 years of age and under 17 years of age	..	..	..	..	..	..	..	30	6·056
17 years of age and under 18 years of age	..	..	..	..	..	..	..	34	6·056
18 years of age and under 19 years of age	..	..	..	..	..	..	..	37	6·056
19 years of age and under 20 years of age	..	..	..	..	..	..	..	49	7·456
20 years of age and under 21 years of age	..	..	..	..	..	..	..	54	7·456

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

Clauses, other than clauses 2 to 8 inclusive and clauses 32 and 33, of the said Determination shall remain in force.

