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Factories and Shops Acts.

DETERMINATION OF THE JAM TRADE 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 employed in the process, trade, or business of—  
Manufacturing jam, fruit jelly, pickles and sauces, or

- (a) preparing, canning, or preserving lemon or other peel, fruit, or vegetables;
- (b) preparing or putting up any of such articles for sale;

has made the following Determination, namely:—

1. That on the 11th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

ADULT EMPLOYEES.

(a) Males—Weekly Hands.

2.

	Wages Per Week.
	£ s. d.
GENERAL PRODUCTION SECTION.	
Foreman (first jam maker) .. .. .	14 13 0
Assistant jam maker (as defined) and/or assistant pickle maker .. .. .	14 1 0
Foreman sauce, chutney, pickles or condiment maker (as defined) .. .. .	14 3 0
Fruit preserver (as defined) .. .. .	14 3 0
Assistant fruit preserver .. .. .	13 13 0
Fruit crystallizer .. .. .	13 18 0
Candy peel-maker in charge .. .. .	13 18 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine .. .. .	13 10 0
Leading hand, bottle department .. .. .	13 13 0
Leading hand, pulp department .. .. .	13 13 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables .. .. .	13 13 0
Operator of apple-peeling machine .. .. .	13 10 0
Operator of labelling machine labelling canned goods .. .. .	13 10 0
Operator of fruit or vegetable lye machine .. .. .	13 10 0
Syrup maker, i.e., a person who actually boils the syrup .. .. .	13 10 0
Operator of sauce-labelling machine .. .. .	13 10 0
Employees engaged in inspecting fruit for acceptance or rejection .. .. .	13 9 0
Employee in fruit crystallizing department, (other than fruit crystallizer) .. .. .	13 9 0
Employed engaged peeling melons .. .. .	13 8 0
Employees operating can-closing machine .. .. .	13 10 0
Employee engaged feeding into and/or taking from laquer machine .. .. .	13 6 0
Employee feeding into and/or taking from bottle-washing machine .. .. .	13 10 0
Employee engaged in bottle-washing department .. .. .	13 6 0
Retort hand .. .. .	13 6 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies) .. .. .	13 6 0
Man in charge of and operating retorts .. .. .	13 13 0
Employee operating jam-filling machine .. .. .	13 10 0
Employee operating sauce-filling machine .. .. .	13 10 0
Employee operating bottle-capping or bottle-closing machine .. .. .	13 10 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line .. .. .	13 6 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined) .. .. .	13 3 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory .. .. .	13 6 0

ADULT EMPLOYEES.  
(a) Males—Weekly Hands—continued.

		Wages Per Week.
		£ s. d.
<b>DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION</b>		
Leading hand .. .. .	.. .. .	14 1 0
Man in charge of prunes or tree fruits .. .. .	.. .. .	13 16 0
Man in charge of dehydrator .. .. .	.. .. .	13 14 0
Man in charge of steam retorts on drying ovens .. .. .	.. .. .	13 13 0
Man working in or in connexion with drier, kiln or sulphur box .. .. .	.. .. .	13 10 0
All others working in dehydration tunnel .. .. .	.. .. .	13 10 0
Operator of blancher which included spray washing .. .. .	.. .. .	13 8 0
Unloader of trays from blancher .. .. .	.. .. .	13 3 0
General hands .. .. .	.. .. .	13 1 0
<b>STORING SECTION.</b>		
Foreman packer in charge of despatch and packing department .. .. .	.. .. .	14 8 0
Foreman packer's assistant .. .. .	.. .. .	13 16 0
Storeman and packer (as defined) .. .. .	.. .. .	13 10 0
<b>MISCELLANEOUS SECTION.</b>		
Man working in connexion with freezing chambers .. .. .	.. .. .	14 0 0
Man working in connexion with cooling chambers .. .. .	.. .. .	13 10 0
Tapper .. .. .	.. .. .	13 10 0
Driver of power-driven factory truck .. .. .	.. .. .	13 9 0
General hands, i.e., persons not otherwise classified .. .. .	.. .. .	13 1 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control		

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

(b) Notwithstanding anything hereinbefore continued, an adult male employee who is at any one time employed for less than three consecutive days shall be paid at an hourly rate which shall be calculated by dividing the weekly rate for the work upon which he is employed by 40 and by increasing the quotient by 50 per cent: Provided nevertheless that such an employee shall be paid as for not less than four hours in respect of each engagement; and an adult male employee who is employed at any one time for more than two consecutive days shall, notwithstanding the provision of clause 6 of this Determination, thereafter be deemed to be a weekly employee for the purposes of this Determination.

(c) Females—Weekly Hands.

		Wages Per Week.
		£ s. d.
Head forewoman .. .. .	.. .. .	11 2 9
Forewoman's assistant .. .. .	.. .. .	10 12 9
Head woman supervisor .. .. .	.. .. .	10 9 9
Supervisor (as defined) .. .. .	.. .. .	10 7 9
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine .. .. .	.. .. .	10 7 9
Employees engaged in—		
(i) clipping piecework tickets .. .. .	.. .. .	} 10 4 9
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines .. .. .	.. .. .	
(iii) lifting jam, sauce, sugar, vegetable or wet condiments weighing over 20 lb. .. .. .	.. .. .	
(iv) operating can-closing machine .. .. .	.. .. .	
(v) packing clear mixed pickles into glass containers .. .. .	.. .. .	
(vi) pouring out or filling jam by hand .. .. .	.. .. .	
(vii) pouring out pulp by hand .. .. .	.. .. .	
(viii) stirring jam, sauce, or pulp .. .. .	.. .. .	
(ix) washing bags .. .. .	.. .. .	
(x) working at a fruit press .. .. .	.. .. .	
(xi) feeding into and/or taking from lacquer machine .. .. .	.. .. .	
(xii) feeding into and/or taking from bottle-washing machine .. .. .	.. .. .	
(xiii) bottle-washing department .. .. .	.. .. .	
(xiv) pouring out soups, chutneys, pickles or other preparations .. .. .	.. .. .	
(xv) operator jam filling machine .. .. .	.. .. .	
(xvi) operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature .. .. .	.. .. .	
(xvii) operator bottle-capping or bottle-closing machine .. .. .	.. .. .	
(xviii) operator sauce-labelling machine .. .. .	.. .. .	
(xix) feeding peach-slicing machine .. .. .	.. .. .	
(xx) operator of apple-peeling machine .. .. .	.. .. .	
All other adult females, i.e., females 18 years of age or over .. .. .	.. .. .	9 15 9

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.
- (iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3. JUNIOR EMPLOYEES.

	Percentage of Male Basic Wage.	Wages Per Week.
		£ s. d.
(i) Males—		
Under 17 years of age .. .. .	45	5 8 6
17 years of age and under 18 years of age .. .. .	58	6 15 0
18 years of age and under 19 years of age .. .. .	67	8 1 6
19 years of age and under 20 years of age .. .. .	79	9 10 6
20 years of age and under 21 years of age .. .. .	95	11 9 0
Provided that any junior male employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rates.		
	Percentage of Female Basic Wage.	
(ii) Females—		
Under 18 years of age .. .. .	83	7 10 0
Provided that any junior female employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rate.		

The above rates to be calculated to the nearest 6d. any fractions of 6d. in the result not exceeding 3d. to be disregarded

PROHIBITION OF EMPLOYMENT.

- 4. The Board determines that no person shall be employed as an apprentice.

DEFINITIONS.

- 5. For the purposes of this Determination, unless a contrary intention is by the context made apparent
  - “Adult female employee” means a female employee of the age of 18 years or more.
  - “Assistant jam maker” means an employee who makes jam and determines the point at which to take off notwithstanding laboratory control.
  - “Foreman sauce, chutney, pickles or condiment maker” means an employee who is competent to mix ingredients and make sauce, chutney, pickles or condiments and who being so competent is actually in charge of the making thereof.
  - “Fruit or vegetable preserver” means an employee actually in charge of the work of fruit or vegetable preserving.
  - “Leading hand” means an adult male employee appointed as such by the employer and who, while working under the supervision of a foreman, gives instructions and/or is responsible for work done by other employees; provided that this definition shall not include any employee specified in the list of classifications in clause 2.
  - “Line of Production” shall be deemed to mean that portion of the process where materials and/or containers move by mechanical means at a pre-determined speed for the purpose of producing a partly or fully processed article ready for storage; but shall not include the work of taking supplies to the machines.
  - “Man in charge of retorts” means an employee in charge of more than one retort and who is responsible for the functioning and effective working of such retorts.
  - “Operator of peach-pitting or pear-preparing machine” means an employee who performs the work of actually feeding peaches or pears by hand into such a machine.
  - “Permanent employee” means an adult employee whose engagement continues from before until after the season.
  - “Season” means the period from the 1st December in one year until the 30th April in the following year.
  - “Storeman and packer” means either—
    - (a) An employee who packs in sawdust or any other packing material for despatch or who checks goods at the time of their despatch; or
    - (b) a male employee in charge of a label room; or
    - (c) an employee who is employed at receiving and stacking boxes or stillages of tin-plate on arrival at a factory; or
    - (d) an employee who is employed at re-stacking boxes or stillages of tin-plate in a factory; or
    - (e) an employee who is employed at nailing or wiring machines or nailing or wiring by hand.
  - “Supervisor” means a female employee, not being a forewoman nor an assistant forewoman, who walks up and down between the rows controlling the cutting or canning of fruit, or who, under instruction, exercises control or supervision over any work performed by female employees.
  - “Union” means the Food Preservers' Union of Australia.

TERMS OF EMPLOYMENT.

- 6. (a) The contract of hiring of all employees shall, in the absence of an express contract to the contrary, be by the week.
- (b) Employment of all employees whose contract of hiring is by the week shall be terminable only by a week's notice on either side. Provided that such notice may be given at any time. And provided also that during the season two days' notice (or payment of two days' pay in lieu thereof), which may be given at any time, shall be a sufficient notice of the termination of a contract of hiring by the week. And provided further that nothing hereinbefore contained shall disentitle an employer from dismissing any employee summarily and without notice where the employee has been found by the employer or his agent to be malingering, inefficient to do the work for which he has been engaged, neglectful of his duty, or to have misconducted or to be misconducting himself, and in such a case wages shall be payable up to the time of dismissal only. And provided further that the employer shall be entitled to deduct payment for any day upon which, because of a strike or of any breakdown of machinery or stoppage of work for any reason for which the employer cannot be held responsible, the employee cannot be usefully employed.

PROHIBITION OF CONTRACT WORK.

- 7. An employee shall not perform work (except as herein provided) by contracting, sub-contracting, sub-letting, or other similar systems.

## MIXED FUNCTIONS.

8. Where an employee is put to work at a classification higher in respect of remuneration than that under which such employee was engaged or was deemed to have been working such employee shall be paid for the whole of the time during which such employee is employed at such work at the rate of remuneration prescribed for such higher classification: Provided that such employee shall be paid at the rate prescribed for such higher classification for the whole of the day if such work is performed continuously for over half of the day and for the whole of the week if such work is performed continuously for over half of the week.

## PROPORTION OF JUVENILES.

9. (a) The proportion of male employees under the age of 21 years shall not exceed one to three adult male employees receiving the minimum wage.

(b) The proportion of female employees under the age of 18 years shall not exceed one to three female employees 18 years of age and over receiving the minimum wage.

## HOURS.

10. (a) 40 hours shall constitute a week's work.

(b) A week's work shall be performed in five days.

(c) The 40 hours shall be worked between 7 a.m. and 6 p.m. on Monday to Friday inclusive.

(d) Notwithstanding anything hereinbefore contained, an employer may require any male employee to perform his week's work on night shift. Provided that payment therefor shall be at the rate of time and a quarter. And provided also that where the week's work is performed on night shift of five nights in the week it shall be performed between the hours of 6 p.m. on one day and 7 a.m. on the following day, and between 6 p.m. on a Monday and 7 a.m. on the following Saturday.

## OVERTIME.

11. (a) All time worked before 7 a.m. or after 6 p.m. or in excess of 8 hours in a day or on Saturday shall be paid for at time and a half for the first four hours and double time thereafter.

(b) Where the week's work is performed on night shift of five shifts in a week, all time worked before the usual starting time of a shift or after the usual finishing time of a shift or in excess of 8 hours (which shall be deemed to be the ordinary period of a shift) shall be paid for at one and a half times the night shift rate as prescribed in sub-clause (d) of clause 10 of this Determination for the first four hours and at double such rate thereafter.

(c) All piecework performed on Saturday or before 7 a.m. or after 6 p.m. or in excess of 8 hours on any Monday to Friday inclusive shall be paid for at the rate of time and a half for the first four hours and at double rates thereafter.

(d) An employer may require any employee to work reasonable overtime at overtime rates and the employee shall work overtime in accordance with such requirement.

## MEAL INTERVAL.

12. (a) For work done during an employee's recognized meal break and thereafter until a meal break is allowed time and a half rates shall be paid.

(b) No employee shall work more than five hours without a suitable interval for a meal, but this provision shall not apply where the employee finishes work for the day at or before 1 p.m. on Saturdays, or where on Monday to Friday inclusive a female employee ceases work at or before 6 p.m., and a male employee finishes work at or before 6.30 p.m.

## MORNING AND AFTERNOON TEA.

13. Females shall be allowed morning and afternoon tea at such times and in such manner as shall not interfere with the continuous running of the factory.

## HOLIDAYS.

14. (a) The following days shall be holidays:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labor Day, Queen's Birthday, Christmas Day, Boxing Day, and Union Picnic Day (to be observed during the period from 1st June to 15th November). Provided that in the metropolitan area of Melbourne and the City of Bendigo respectively, Melbourne Cup Day (in the case of the former) and Sunday School Picnic Day (in the case of the latter) may be continued as a holiday instead of Union Picnic Day.

(b) Employees whose contract of hiring is by the week shall suffer no deduction from their pay on account of not working on any of such holidays.

(c) An employee whose contract of hiring is by the week and who is dismissed within seven days of any of the said holidays and is re-engaged within fourteen days after the said holiday shall be paid for such holiday; and in the case of the said holiday being Christmas Day or Good Friday and the re-engagement being within fourteen days of the following New Year's Day or Easter Monday, as the case may be, the employee shall be paid for each of the intervening holidays.

(d) Pieceworkers shall be paid for any of the above-mentioned holidays not worked at the ordinary rates payable to employees on time-work doing the class of work at which during the week in which such holiday occurs the pieceworkers in question are employed.

(e) Should any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the day so substituted shall for all purposes be deemed to be a holiday within the scope, meaning, and intention of this clause.

14A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 14 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

## RATES FOR SUNDAYS AND HOLIDAYS.

15. (a) All work other than piecework performed on Sundays and holidays shall be paid for at the rate of double time.

(b) All piecework performed on Sundays and holidays shall be paid for at double rates.

## TEA MONEY.

16. (a) An employee required to work overtime one hour after the usual finishing time or one hour after 5 p.m., whichever is the later shall either be supplied with a meal by the employer or be paid 3s. 6d., but should such employee refuse to work a minimum of two hours' overtime if so required by the employer, such employee shall forfeit his right to the payment hereinbefore prescribed.

(b) A shift worker who is required to work overtime for more than 1½ hours after the usual ceasing time shall be supplied with a meal by the employer or be paid 3s. 6d. as an allowance therefor.

## IMPLEMENTS AND COVERINGS.

17. (a) The employer shall provide all brushes, spoons, knives, and other necessary implements and materials requisite for the work of employees. Such implements and materials, if not returned by the employee on the employer's demand, shall be paid for by the employee at reasonable rates.

(b) Employees engaged in the preparation of lemons and pineapples or in connexion with the handling of hot jam or preserves or packing empty tins into cases shall be provided by the employer with gloves as may be reasonably required. Such gloves shall be returned by the employee to the employer on demand, and in default thereof the employee shall pay for them at a reasonable rate.

(c) Where the employer requires an employee to wear a cap, overalls, or uniform of any description such shall be provided by the employer, free of charge, and shall be kept laundered by the employer. Such cap, overalls, or uniform shall be returned on demand, or in default the employee shall pay for same at a reasonable rate.

(d) Employees required to work in the rain or in places or at work where the employees' clothes become wet shall be provided with waterproof overalls or aprons and waterproof footwear.

## FIRST AID.

18. (i) A first-aid ambulance chest shall be placed in some accessible place upon the premises. Such chest shall be equipped and supplied as required by clause 8 of chapter 9 of the regulations under the *Factories and Shops Act 1928*.

(ii) Every employer shall appoint, where possible, an employee in charge of first aid, and shall fix remuneration (if any) to be paid to such employee according to individual circumstances.

## DINING-ROOM AND CONVENIENCES.

19. (a) The employer shall provide suitable dining-room accommodation for employees who desire to remain at the premises of the factory during the meal interval.

(b) The employer shall provide and maintain adequate sanitary and lavatory accommodation for employees, including wash-basins and showers supplied with hot and cold water.

(c) The employer shall provide a locker, capable of being locked, for each employee or in the alternative accommodation for each employees' clothes and effects where such can be left and recovered by each employee without his or her gaining access to the clothes or effects of any other employee.

## DRINKING WATER.

20. Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water from bubble taps or other suitable cool drinking installations.

## ANNUAL HOLIDAY.

21. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

## SICK LEAVE.

22. (a) An employee who is absent from work on account of his or her own illness or on account of injury by accident arising out of and in the course of his or her employment shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

(i) He or she shall not be entitled to such leave of absence unless he or she shall have been in the service of the employer concerned for at least three months immediately prior to such absence;

(ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to workers' compensation;

(iii) He or she shall within 24 hours of the commencement of such absence inform the employer of his or her inability to attend at his or her work and, as far as practicable, state the nature of the illness or injury and the estimated duration of the absence;

(iv) He or she shall prove to the satisfaction of the employer (or in the event of any dispute to the Secretary for Labour) that he or she was unable on account of such illness or injury to attend at his or her work on the day or days in respect whereof such leave is claimed. (For the purpose hereof the employer or the Secretary for Labour may require an employee to make a statutory declaration verifying the cause and length of his or her absence);

(v) He or she shall not be entitled in any year except as hereinafter provided (whether during such year in the employment of one or more than one employer) to such leave of absence in excess of 40 hours of working time, nor to payment in excess of 40 hours at ordinary rates.

(vi) An employee who in any one year of his or her employment with an employer has not been absent from work for 40 hours of working time on account of his or her own illness or on account of injury by accident arising out of and in the course of his or her employment shall be entitled to the benefits of the provisions of this clause of this Determination in a subsequent year of his or her employment with that employer to the extent of the difference between the actual working time so absent due to the aforesaid causes in that year and the maximum period of 40 hours provided for in this clause: Provided however, that sick leave so accumulated shall not exceed 120 hours working time.

(b) For the purpose of placitum (iv) of sub-clause (a) hereof, an employer may within one month of the coming into operation of this Determination (in respect of employees in his employ at the date of such coming into operation) or within two weeks of an employee entering his employment (in respect of other employees) require an employee to make a statutory declaration or other written statement as to what leave of absence without deduction of pay he or she has had from any employer during the then current year, and the employer shall be entitled to rely and act upon such statement.

(c) For the purposes of this clause, an employer may arrange with the secretary of the local branch of the Union for the recognition of a specified date as the commencing date of each year, and when so arranged, such date shall be binding for such purposes on the Union, the employer, and his employees. In the absence of any such arrangement, "year" shall mean—

(i) In the case of an employee in the service of an employer on the date of the coming into operation of this Determination, a year of service commencing on that date, except in the case where the employer has before that date allowed paid sick leave, when it shall mean the year of service then current;

(ii) In other cases, a year of service in the employ of the employer concerned.

(d) A pieceworker shall be entitled to leave of absence subject to the conditions and limitations set out in sub-clause (a) hereof, and in respect thereof shall be paid at the time-work rate appropriate to the work at which he or she would, except for the illness or injury causing absence, have been employed.

## LIMITATION OF EMPLOYER'S LIABILITY.

23. Where an employer covered by this Determination has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums prescribed by this Determination in respect to any services rendered to such employer during such period, unless within three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

## PAYMENT OF WAGES.

24. (a) Wages shall be paid weekly.

(b) An employee kept waiting for his wages on pay day for more than ten minutes after the usual time for ceasing shall be paid at overtime rates after that ten minutes, with a minimum of a quarter of an hour.

(c) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

## TIME-BOOK AND INSPECTION.

25. The employer shall provide at the factory a time-book. Such time-book shall contain a correct account of the hours worked and the rates received by each employee, and shall be kept correctly entered up in ink. The secretary or the branch secretary of the Union shall have power to inspect the time-book, and also the right to visit the office of the employer for this purpose, and also for the purpose of investigating any breach or suspected breach of this Determination which is occurring or has occurred, and to interview such employee involved or concerned in the breach or suspected breach of this Determination. The employer shall make available to the officer any employees required by him in connexion with the investigation.

The time of any such visit shall be notified to the employer by the officer prior to his actually going to the office, and the employer shall provide the officer with the necessary facilities for the investigation of the breach or suspected breach of this Determination.

The officer shall interfere with and inconvenience the work and the duties of the employees as little as possible.

UNION NOTICES.

26. At each factory reasonable facilities shall be afforded officers of the Union for the necessary work in connexion therewith, and the Union shall be permitted to post Union meeting notices on a board in each factory in a reasonable manner.

Without affecting the generality of the foregoing paragraph, each employer carrying on principally the industry covered by this Determination shall permit a member of the Union nominated by the general secretary of the Union to enter the part of the factory premises of such employer set apart for meals once a week, on a day to be appointed by such employer, during the meal interval, for the purpose of interviewing members of the Union on matters relating to this Determination. If such authorized person exceeds the limits of his authority, his permit may be terminated by the Secretary for Labour on an application by any employer showing good cause.

POSTING OF DETERMINATION.

27. This Determination shall be exhibited by each employer at his factory in a place accessible to all employees.

PIECEWORK RATES.

28. Notwithstanding anything hereinbefore contained, the rates to be paid for piecework shall be as follows:—

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared.	
		Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		s. d.	s. d.
Apricots .. ..	Cutting and stoning by hand .. ..	2 1-011	2 9-348
Peaches .. ..	Cutting and stoning unpeeled peaches 2½" and over by hand .. ..	..	1 4-674
Peaches .. ..	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter .. ..	..	1 7-651
Peaches .. ..	Cutting and stoning peaches under 2½" in diameter .. ..	..	1 10-182
Peaches .. ..	Trimming or specking per bucket .. ..	..	0 4-168
Peaches .. ..	Feeding into peach pitting machine—per thousand .. ..	..	2 10-687
Pears (large and medium)	Peeling, cutting and coring (not into water) .. ..	..	3 5-685
Pears (small) .. ..	Peeling, cutting and coring (not into water) .. ..	..	3 9-853
Pears .. ..	Feeding into pear preparation machine—per thousand .. ..	..	3 0-325
Pears .. ..	Trimming or specking—per bucket .. ..	..	0 4-168
Quinces .. ..	Peeling, cutting and coring by machines .. ..	1 6-013	1 6-013
Quinces .. ..	Peeling by hand (not topping or tailing) .. ..	1 9-14	1 9-14
Quinces .. ..	Peeling by hand and topping and tailing .. ..	2 3-095	2 3-095
Quinces .. ..	Cutting by hand .. ..	1 6-013	1 6-013
Quinces .. ..	Coring by hand (quarters) .. ..	1 6-013	1 6-013
Quinces .. ..	Coring by hand (halves) .. ..	1 1-547	1 1-547
Quinces .. ..	Sorting and picking over machine-cored slices (per bucket) .. ..	0 6-252	0 6-252
Tomatoes .. ..	Peeling (per bucket) by hand .. ..	0 9-081	0 9-081

	Per tray of twelve cans—Open tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves .. ..	0 4-466
Whole .. ..	0 2-828
Peaches—grading and placing in No. 2½ cans .. ..	0 2-382
Pears—grading and placing in No. 2½ cans .. ..	0 2-977
Any other fruits or tomatoes—grading and placing in No. 2½ cans .. ..	0 2-382
Asparagus grading and placing in 10-11 oz. cans, 24 tins per tray .. ..	0 11-463
14-16 oz. cans, 24 tins per tray .. ..	0 8-337
28-30 oz. cans, 15 tins per tray .. ..	0 8-337
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles .. ..	1 7-502
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles .. ..	1 11-968
Pickles—cutting up vegetables for mustard pickles by knife per cwt .. ..	7 5-473
Pickles—cutting up vegetables for mustard pickles by chopper per cwt. .. ..	5 11-46
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation .. ..	22 4-272
Onions—when weighed after the operation .. ..	29 9-448
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation .. ..	17 10-528
Onions—per cwt. when weighed after the operation .. ..	23 10-286

Class of Work—	Price Per Gross of Ordinary Pint Bottles.	Price Per Gross of Ordinary Quart Bottles.
	s. d.	s. d.
Tomato Sauce or Chutney—Preparation for Sale.		
Labelling with one label .. ..	1 6-013	1 8-098
Wrapping .. ..	0 7-443	0 7-443

Provided always that if tins or cans of any other sizes than those hereinbefore specified are used the piecework rates in respect thereof shall be such as may be agreed upon between the employees and the employer concerned.

For the purposes of this sub-clause a standard case shall be understood to mean the equivalent of a kerosene case when not filled above the level of the top.

Where a pieceworker has been instructed to commence work on any day and has attended and is ready to work, but is prevented from or delayed in completing eight hours of piecework on that day through any cause for which the employer is responsible, such piece worker shall be entitled to be paid not less than one-fifth of the weekly wage prescribed in this Determination for an adult male, or a junior male, or an adult female, or a junior female, employee as the case may be.

PERIODICAL ADJUSTMENT OF WAGES.

29. *Adult Males.*—The wages rates set out in clause 2 are based upon the following basic wage and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed by clause 30.

Basic Wage.

Place.	Basic Wage (Adjustable).	Industry Loading (Not Adjustable).	Industry Basic Wage.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State .. ..	12 1 0	0 7 0	12 8 0	Sydney, Melbourne, Adelaide, and Hobart } Weighted average.

ADJUSTMENT OF BASIC WAGE INGREDIENT.

30. (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, 1954, the amounts of the basic wage shall be as prescribed in clause 29.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

(e) *Junior Employees.*—The wages of junior employees shall be the appropriate percentages as set out in clause 3.

(f) *Piecework.*—Piecework rates shall be adjusted proportionately to the increase or decrease in the quarterly adjustment of the basic wage if the alteration exceeds three shillings per week.

MARGINAL RATES.

31. (a) *Adult Males.*—In addition to the basic wage as provided in Clause 29 of this Determination the following margins shall be the minimum rates payable to male adults engaged in the occupations named.

	Margins Per Week.
	£ s. d.
<b>GENERAL PRODUCTION SECTION.</b>	
Foreman (first jam maker) .. .. .	2 5 0
Assistant jam maker (as defined) and/or assistant pickle maker .. .. .	1 13 0
Foreman sauce, chutney, pickles or condiment maker (as defined) .. .. .	1 15 0
Fruit preserver (as defined) .. .. .	1 15 0
Assistant fruit preserver .. .. .	1 5 0
Fruit crystallizer .. .. .	1 10 0
Candy peel maker in charge .. .. .	1 10 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slicing machine .. .. .	1 2 0
Leading hand, bottle department .. .. .	1 5 0
Leading hand, pulp department .. .. .	1 5 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce or other kinds of fruit or vegetables .. .. .	1 5 0
Operator of apple-peeling machine .. .. .	1 2 0
Operator of labelling-machine labelling canned goods .. .. .	1 2 0
Operator of fruit or vegetables lye machine .. .. .	1 2 0
Syrup maker, i.e., a person who actually boils the syrup .. .. .	1 2 0
Operator of sauce-labelling machine .. .. .	1 2 0
Employees engaged in inspecting fruit for acceptance or rejection .. .. .	1 1 0
Employee in fruit crystallizing department (other than fruit crystallizer) .. .. .	1 1 0
Employee engaged peeling melons .. .. .	1 0 0
Employees operating can-closing machine .. .. .	1 2 0
Employee engaged feeding into and/or taking from lacquer machine .. .. .	0 18 0
Employees feeding into and/or taking from bottle-washing machine .. .. .	1 2 0
Employee engaged in bottle-washing department .. .. .	0 18 0
Retort hand .. .. .	0 18 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies) .. .. .	0 18 0
Man in charge of and operating retorts .. .. .	1 5 0
Employee operating jam-filling machine .. .. .	1 2 0
Employee operating sauce-filling machine .. .. .	1 2 0
Employee operating bottle-capping or bottle-closing machine .. .. .	1 2 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line .. .. .	0 18 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined) .. .. .	0 15 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory .. .. .	0 18 0

MARGINAL RATES—continued.

	Margins Per Week.
<b>DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION.</b>	
Leading hand .. .. .	£ s. d. 1 13 0
Man in charge of prunes or tree fruits .. .. .	1 8 0
Man in charge of dehydrator .. .. .	1 6 0
Man in charge of steam retorts on drying ovens .. .. .	1 5 0
Man working in or in connexion with drier, kiln or sulphur box .. .. .	1 2 0
All others working in dehydration tunnel .. .. .	1 2 0
Operator of blancher which included spray washing .. .. .	1 0 0
Unloader of trays from blancher .. .. .	0 15 0
General hands .. .. .	0 13 0
<b>STORING SECTION.</b>	
Foreman packer in charge of despatch and packing department .. .. .	2 0 0
Foreman packer's assistant .. .. .	1 8 0
Storeman and packer (as defined) .. .. .	1 2 0
<b>MISCELLANEOUS SECTION.</b>	
Man working in connexion with freezing chambers .. .. .	1 12 0
Man working in connexion with cooling chambers .. .. .	1 2 0
Tapper .. .. .	1 2 0
Driver of power-driven factory truck .. .. .	1 1 0
General hands, i.e., persons not otherwise classified .. .. .	0 13 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control	

(b) Margins and Loadings for Adult Females.

	Margins Per Week.	Additional Amount Per Week.	Industry Loading Per Week.
	£ s. d.	s. d.	s. d.
Head forewoman .. .. .	1 7 0	9 9	5 6
Forewoman's assistant .. .. .	0 17 0	9 9	5 6
Head woman supervisor .. .. .	0 14 0	9 9	5 6
Supervisor (as defined) .. .. .	0 12 0	9 9	5 6
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine	0 12 0	9 9	5 6
Employees engaged in—			
(i) clipping piece-work tickets .. .. .	} 0 9 0	9 9	5 6
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines .. .. .			
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb. .. .. .			
(iv) operating can-closing machines .. .. .			
(v) packing clear mixed pickles into glass containers .. .. .			
(vi) pouring out or filling jam by hand .. .. .			
(vii) pouring out pulp by hand .. .. .			
(viii) stirring jam, sauce or pulp .. .. .			
(ix) washing bags .. .. .			
(x) working at a fruit press .. .. .			
(xi) feeding into and/or taking lacquer machine .. .. .			
(xii) feeding into and/or taking from bottle-washing machine .. .. .			
(xiii) bottle-washing department .. .. .			
(xiv) pouring out soups, chutneys, pickles or other preparations .. .. .			
(xv) operator jam-filling machine .. .. .			
(xvi) operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature .. .. .			
(xvii) operator bottle-capping or bottle closing-machine .. .. .			
(xviii) operator sauce-labelling machine .. .. .			
(xix) feeding peach-slicing machine .. .. .			
(xx) operator of apple-peeling machine .. .. .			
All other adult females, i.e., females eighteen years of age or over .. .. .	Nil.	9 9	5 6

P. A. RANGLES, J.P., Chairman.  
J. V. WILLOX, Secretary.

Melbourne, 11th December, 1953.





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**[1954**

Factories and Shops Acts.

**DETERMINATION OF THE SHOPS BOARD No. 3 (BUTCHERS).**

NOTES.—1. This Determination applies to the whole of the State of Victoria.

2. Butchering and/or Small Goods Making were proclaimed on the 9th October, 1939, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne.

3. By Order in Council, dated the 13th October, 1941, the Shops Board No. 4 (Butchers, Country), and the Shops Board No. 5 (Butchers, Provincial) were each deprived of its power and such power was conferred exclusively on the Shops Board No. 3 (Butchers).

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 employed in the process, trade, or business of a butcher, or seller of meat, or maker or seller of small goods" has made the following Determination, namely:—

1. That on the 9th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this determination.

2. (A)

**EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).**

*Division A.—Abattoirs or Meat Markets Within the Metropolitan District.*

—	Weekly Wage.
	£ s. d.
Tacklemen .. .. .	18 10 0
Slaughterman .. .. .	17 18 3
Cold calf skimmers .. .. .	17 18 3
Head and Feet Boners .. .. .	15 4 0
Scalders .. .. .	15 4 0
Meat Lumpers .. .. .	15 0 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down) .. .. .	14 16 6
General labourers .. .. .	14 13 6

2. (A)—continued.

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

2. (A)—continued.

Division E.—Carters and Drivers (Not Elsewhere Included).

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity .. .. .	13 17 0	14 3 6	13 17 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	14 1 0	14 7 6	14 1 0
(iii) exceeding 3 tons capacity but under 6 tons capacity ..	14 4 0	14 10 6	14 4 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse .. .. .	13 12 0	13 18 6	13 12 0
(ii) two horses .. .. .	13 17 0	14 3 6	13 17 0
(iii) three horses .. .. .	14 0 0	14 6 6	14 0 0
(iv) four horses .. .. .	14 2 0	14 8 6	14 2 0

Division I.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.  
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.  
Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.
- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.			Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		
Weekly Wage.			Weekly Wage.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.
1st year's experience .. .. .	64	7 11 6	Under 18 years .. .. .	85	10 1 6
2nd year's experience .. .. .	77	9 2 6	18 years and under 19 years ..	100 + 1s. 6d.	11 18 6
3rd year's experience .. .. .	88	10 8 6	19 years and under 20 years ..	100 + 13s. 6d.	12 10 6
4th year's experience .. .. .	100 + 21s.	12 18 0	20 years .. .. .	..	Minimum Wage
5th year's experience .. .. .	..	Minimum Wage			

PROPORTION (BY ANY EMPLOYER).

*Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

*Improvers.*

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.  
No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

## 2. (C) (i)

## APPRENTICES NOT ELSEWHERE INCLUDED.

(Other than those covered by the Apprenticeship Commission.)

Retail Butchers Shops.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year .. .. .	30	4 7 6	4 9 6	4 7 6
Second year .. .. .	40	5 17 0	5 19 6	5 17 0
Third year .. .. .	55	8 0 6	8 4 0	8 0 6
Fourth year .. .. .	75	10 19 0	11 4 0	10 19 0
Fifth year .. .. .	95	13 17 6	14 3 6	13 17 6
<i>Four-year Term—</i>				
First year .. .. .	40	5 17 0	5 19 6	5 17 0
Second year .. .. .	50	7 6 0	7 9 0	7 6 0
Third year .. .. .	75	10 19 0	11 4 0	10 19 0
Fourth year .. .. .	95	13 17 6	14 3 6	13 17 6

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

Small Goods Factories.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year .. .. .	30	4 7 6	4 9 6	4 7 6
Second year .. .. .	40	5 16 6	5 19 0	5 16 6
Third year .. .. .	50	7 5 6	7 9 0	7 5 6
Fourth year .. .. .	75	10 18 6	11 3 6	10 18 6
Fifth year .. .. .	95	13 17 0	14 3 0	13 17 0
<i>Four-year Term—</i>				
First year .. .. .	40	5 16 6	5 19 0	5 16 6
Second year .. .. .	50	7 5 6	7 9 0	7 5 6
Third year .. .. .	75	10 18 6	11 3 6	10 18 6
Fourth year .. .. .	95	13 17 0	14 3 0	13 17 0

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

(ii) Except as hereinafter provided in those portions of the State of Victoria not covered by the Apprenticeship Commission male juniors coming into the retail butchery (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows:—

*Contract of Apprenticeship.*

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

*Probationary Period.*

(b) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

*Tuition During Apprenticeship.*

(c) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

*During the first year:* Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

*During the second year:* Breaking up hindquarter of beef and hanging same and boning.

*During the third year:* Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

*During the fourth and fifth years:* Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchery establishment.

(2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

*During the first year:* Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

*During the second year:* Felting and legging sheep and necking off; dressing pigs and calves.

*During the third year:* Grounding; backing off; sawing down.

*During the fourth and fifth years:* Quartering; making tallow; caring for hides; care of yards generally.

(3) An apprentice small goods maker shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

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

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

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

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

*Period of Apprenticeship.*

(d) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

*Wages.*

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

*Conditions of Employment.*

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

*Unapprenticed Juniors.*

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms:—

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

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

Age.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 20 years of age .. .. .	75	10 19 0	11 4 0	10 19 0
20 to 21 years of age .. .. .	95	13 17 6	14 3 6	13 17 6

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

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

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 17 years of age .. .. .	30	4 7 6	4 9 6	4 7 6
17 to 18 years of age .. .. .	40	5 16 6	5 19 0	5 16 6
18 to 19 years of age .. .. .	50	7 5 6	7 9 0	7 5 6
19 to 20 years of age .. .. .	75	10 18 6	11 3 6	10 18 6
20 to 21 years of age .. .. .	95	13 17 0	14 3 0	13 17 0

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

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

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 18 years of age .. .. .	50	7 5 6	7 9 0	7 5 6
18 to 19 years of age .. .. .	75	10 18 6	11 3 6	10 18 6
19 to 20 years of age .. .. .	85	12 8 0	12 13 6	12 8 0
20 to 21 years of age .. .. .	95	13 17 0	14 3 0	13 17 0

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

*Proportion of Apprentices and Improvers.*

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

**PROVISIONS APPLICABLE TO PERSONS (OTHER THAN MEAT-LUMPERS AND CARTERS AND DRIVERS) EMPLOYED IN ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.**

**WEEK'S WORK FOR SLAUGHTERMEN.**

3. The maximum amount of work to be done by slaughtermen in any week shall be—

Sheep and/or Lambs.			Beef.
During July, August, September and October.		Other Months.	
Woolly Sheep.	Other Sheep and/or Lambs (excluding Ram Lambs).	Sheep and/or Lambs (excluding Ram Lambs).	Carcasses.
295 with a maximum of 64 per day on Monday to Friday inclusive and 22 on Saturday	315 with a maximum of 68 per day on Monday to Friday inclusive and 24 on Saturday	315 with a maximum of 68 per day on Monday to Friday inclusive and 24 on Saturday	49 with a maximum of 11 per day on Monday to Friday inclusive and 4 on Saturday  Provided that the daily quota of beef carcasses where men work in a team shall be ascertained by dividing the number of carcasses slaughtered by the number of men in the team

Where on any day a slaughterman is engaged in mixed killing, he shall not exceed the equivalent of eleven beef carcasses on the basis that one beef carcass equals six woolly sheep or six and one third other sheep and/or lambs (excluding ram lambs).

A slaughterman's work shall consist of sticking down, taking out neck sweetbreads (if any), taking off the skin, taking out offal, wiping up the carcass, and hanging, all in a workmanlike manner.

Time taken off for collecting pay shall not affect the day's tally.

**EXTRA RATES.**

4. For the purposes of computing the payment for stock treated :—

- (i) Rams under 84-lb. shall count as two, 84-lb. or over shall count as three.
- (ii) Daggly and/or maggoty sheep and lambs shall be treated after being stuck and before being logged provided that if they are not treated each one shall count as two.
- (iii) Diseased cattle, sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to humans beings shall count as two.
- (iv) Heavy sheep, woolly or shorn, over 64-lb graded weight, shall count as one and a half.
- (v) Downer cattle, sheep or lambs, i.e., cattle, sheep or lambs which cannot walk into the sticking pen and are treated by regular full-time slaughtermen, shall count as two.
- (vi) Bulls, 300-lb. or over freezer weight, shall count as two.
- (vii) Cattle, sheep or lambs treated for kosher purposes shall count as one and a third.

The above penalty rates shall be paid without any reduction in tallies. Extra rates prescribed in this clause shall not be cumulative.

**HOURS.**

5. The number of hours to constitute an ordinary week's work shall be 40.

The hours of work on any day shall be continuous except for a meal interval of one hour which shall be allowed between the hours of 12 noon and 1.30 p.m. on Monday to Friday inclusive.

**TERMS OF ENGAGEMENT.**

6. All employees (other than casuals) shall be paid the full weekly wage fixed herein irrespective of the hours worked not exceeding the weekly hours fixed.

**EMPLOYER'S WEEK.**

7. When any employee is engaged for a week's work, each week shall commence from the day on which he is engaged.

**TIMES OF BEGINNING AND ENDING WORK.**

8.		Time of beginning.			Time of ending.
	Slaughtermen—	{ 7.30 a.m. .. .. .			4.40 p.m., Monday to Friday inclusive.
		{ 7.30 a.m. .. .. .			10.40 a.m., Saturday.
	All other persons—	{ 7.30 a.m. .. .. .			5 p.m., Monday to Friday inclusive.
		{ 7.30 a.m. .. .. .			11 a.m., Saturday.

**OVERTIME.**

9. The following rate shall be paid for overtime :—

Within the hours fixed as the times of beginning and ending work in excess of the number of hours fixed for a week's work .. .. . } Time and a half.  
 Outside the hours fixed as the times of beginning and ending work .. .. . }

**TEA MONEY.**

10. Any employee required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that he would be required so to work shall be paid the amount of four shillings in addition to any overtime payment to which he may be entitled.

**CASUAL LABOUR.**

11. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid one fifth of the weekly wage for the class of work they perform plus 15 per cent for each day or part of a day on which they are employed.

## PAYMENT FOR HOLIDAYS.

12. Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay :—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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 this provision shall apply only to the day so substituted.

12A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 12 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

## SPECIAL RATE FOR SUNDAY AND HOLIDAYS.

13. Double time shall be the special rate payable for all work done on Sunday and the holidays mentioned in clause 12, but if any other day be by Act of Parliament or Proclamation substituted for any of such holidays, the special rate shall be payable only for work done on the day so substituted: Provided that any employee called upon to work on any such days shall receive a minimum of two hours' work or shall be paid for two hours at double time.

## NOTICE TO WORK ON HOLIDAYS.

14. Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee who is required to work on a holiday prescribed in this Determination.

## SICK LEAVE.

15. (a) Any employee who is absent from duty as a result of personal ill health or accident shall be entitled to sick leave 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.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st January, 1952, shall be disregarded.

(c) No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

## ANNUAL HOLIDAYS.

16. 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.

## SMOKO INTERVAL.

17. All employees shall be allowed twenty minutes smoko each forenoon and afternoon without deduction of pay.

## PAYMENT OF WAGES.

18. Wages shall be paid not later than Friday in each week, and must be paid during working hours.

## TERMINATION OF EMPLOYMENT.

19. Except in a case where an employee is inefficient or has been guilty of a misdemeanour seven days' notice of termination of employment shall be given by either employer or employee.

Provided that this clause shall not apply to tacklemen, slaughtermen, or labourers.

## STOP WORK MEETINGS.

20. No stop work meetings shall be held by employees during working hours. If, in contravention of this clause, a stop work meeting should be held, the pay for the time lost may be deducted.

## STOPPAGES OF WORK.

21. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

## TIME BOOK FOR SLAUGHTERMEN.

22. Every slaughterman shall indelibly record daily his correct time of beginning and ending work, also the daily tally of work performed by him in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australasian Meat Industry Employees Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

## WORKING SPACE FOR SLAUGHTERMEN.

23. Slaughtermen slaughtering sheep or lambs shall not be required to work at a distance less than 4 feet apart, measured from centre to centre.

## TREATMENT OF INJURED STOCK.

24. (a) The employer shall have power to call on slaughtermen during the following periods to kill stock that require immediate treatment, viz. :—During smoko intervals, between 12 and 1 p.m., and after 5 p.m. on week days, and after 11 a.m. on Saturdays. Stock killed during such periods are to be considered extra to the day's tally, and shall be paid for at one and a half times the ordinary rates.

(b) Where a watchman is employed, he shall be able during his period of watch, but not during the hours when slaughtering operations are being carried on, to kill and dress any injured or crippled sheep or lambs that may require attention.

## HANDLING OF CONDEMNED CARCASSES.

25. The employer shall provide ample quantities of hot water, soap and disinfectant (such as cyllin, ixol, &c.) for the use of employees required to handle carcasses of animals condemned by meat inspectors as unfit for human consumption because of disease.

## GRINDSTONE.

26. An employer shall provide grindstones in the proportion of one grindstone to every 20 slaughtermen employed by him.

## PROTECTIVE CLOTHING.

27. 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.

## WATERPROOF CLOTHING.

28. The employer shall provide to the employee the following articles, which shall remain the property of the employer:—

- (i) Rubber boots or other protective footwear to employees doing the following kind of work:—  
 Sheep or lambs:—Employees engaged scalding and picking tripe; labourers trimming and washing carcasses, trimming plucks, handling paunches and fats.  
 Cattle:—Employees engaged scalding and picking tripe; labourers handling tripe, paunches, runners and fats, employed on beef-killing floor, washing and trimming feet, washing down beef carcasses.  
 Pigs:—Employees engaged cleaning up.
- (ii) Waterproof aprons to employees engaged scalding and picking tripe and treating offal.
- (iii) Canvas aprons to head boners.

## 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.

## MIXED FUNCTIONS.

30. When a slaughterman performs on any day functions of a mixed nature he shall be paid for that day at the rate applicable to a slaughterman.

## PROVISIONS APPLICABLE TO MEAT LUMPERS.

## HOURS.

31. (a) The market trading hours at the Meat Market are as follows:—

Monday	..	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Tuesday	..	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Wednesday	..	..	..	..	..	..	..	..	..	5 a.m. to 12 noon.
Thursday	..	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Friday	..	..	..	..	..	..	..	..	..	4.30 a.m. to 4 p.m.
Saturday	..	..	..	..	..	..	..	..	..	6 a.m. to 10 a.m.

(b) When an employee is available for work during the meat trading hours, such hours shall be counted as hours worked by him.

All work done in excess of nine hours on Monday to Thursday inclusive, and in excess of nine and a half hours on Friday, and in excess of four hours on Saturday, and in excess of 40 hours in any one week, shall be paid for at overtime rates, provided that a meat lumpner who starts work at or after 8 a.m. and is employed during the afternoon shall not come under the provisions of the first and second paragraphs of this clause, and he shall be paid at overtime rates for all work done in excess of nine hours on Monday to Friday inclusive or in excess of four hours on Saturday or in excess of 40 hours in any one week.

(c) One hour shall be allowed each day for a meal between 8 a.m. and 10 a.m., and on Friday one hour also between noon and 2 p.m., but for the meat lumpner who commences work at 8 a.m. the hour shall be between 12 noon and 2 p.m.

(d) Hours of duty shall be continuous except for meals.

(e) No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

## CASUAL EMPLOYER.

32. A casual employee is one who is employed from day to day and shall be paid at ordinary rates plus 10 per cent.

## WEEKLY ENGAGEMENT.

33. Except in the case of casual employees all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

Employment shall be terminated only by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

## SICK LEAVE.

34. (a) Any employee who 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.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st January, 1952, shall be disregarded.

(c) No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.



## OVERTIME.

35. (a) If required for duty on any holiday, half-holiday, Saturday afternoon or Sunday, all employees shall be entitled to pay at double the ordinary rate per day.

(b) If required for duty on other days beyond the hours per day prescribed, all employees shall be entitled to pay at the rate of time and a half for the first three hours and double time thereafter. For the purposes of calculating overtime each day's work shall stand alone.

(c) Where overtime has been earned by an employee for working after the number of hours prescribed as a day's work, such overtime shall be paid to him in addition to his weekly wage, but the hours on which overtime has been earned shall not be counted in computing the working hours of the week.

## ANNUAL HOLIDAYS.

36. 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.

## PAYMENT FOR HOLIDAYS.

37. Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay:—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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 this provision shall apply only to the day so substituted.

37A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 37 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

## STOPPAGES OF WORK.

38. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

## PROTECTIVE CLOTHING.

39. The employer shall supply daily free of charge to each employee engaged in the handling of meat and offal, clean suitable clothing which shall remain the property of the employer and of which the employee shall take all reasonable care. Such clothing 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, the employer may recover from the employee concerned the cost of replacing such clothing so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

## SMOKO.

40. Employees shall be given two smokos of ten minutes' duration on each day Monday to Friday and one of ten minutes duration on Saturday at times fixed by the employer.

## PAY DAY.

41. Wages shall be paid not later than Friday in each week in the employer's time.

## GENERAL CONDITIONS OF EMPLOYMENT.

42. All employers shall keep a time and wages book in which shall be entered the names of all employees, the hours worked and the wages received. Such book shall be opened for inspection during reasonable hours by the Secretary of the Australasian Meat Industry Employees Union.

## PROVISIONS APPLICABLE TO CARTERS AND DRIVERS EMPLOYED IN CONNEXION WITH ABATTOIRS AND MEAT MARKETS IN ALL AREAS TO WHICH THIS DETERMINATION APPLIES.

## HOURS OF WORK.

43. The hours of duty of employees shall not (without payment for overtime) exceed 40 hours per week, and the daily hours shall not (without payment for overtime) exceed 9 hours 40 minutes on Monday to Friday, and 6 hours on Saturday.

Except as provided by Clause 2 (A) and except in the case of stablemen and grooms, such daily hours shall be worked between 7 a.m. and 6 p.m. on Monday to Friday, and 7 a.m. and 1 p.m. on Saturday.

The hours of duty on any day shall be continuous except for meal intervals.

No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

Drivers who start work at 2 a.m. or earlier on not less than 3 days per week shall finish their week's work at 2 p.m. on Friday. All work performed after 2 p.m. on Friday shall be paid for at the rate of time and a half.

## OVERTIME.

44. All time worked in excess of 9 hours 40 minutes on Monday to Friday, and in excess of 6 hours on Saturday, or in excess of 40 hours per week, shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

## WEEKLY ENGAGEMENT.

45. Except in the case of casual employees, all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours specified.

Employment shall be terminated only by a week's notice on either side such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

## CASUAL EMPLOYEES.

46. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed as a week's work) shall be paid one-fifth of the weekly wage for the class of work they perform, plus 15 per cent. for each day or part of a day on which they are employed.

Where a casual employee is required to perform more than one kind of function on any one day, he shall be paid for the whole day at the highest rate prescribed for any of the functions.

**SICK LEAVE.**

47. (a) Any employee who 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— $3\frac{1}{2}$  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.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st January, 1952, shall be disregarded.

(c) No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

**HOLIDAYS.**

48. Employees, other than casuals, shall be entitled to the following holidays without deduction of pay:—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday and Butchers' Picnic Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

Provided that within the Metropolitan District, Melbourne Cup Day shall be observed as a holiday in lieu of Queen's Birthday.

48A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality of part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 48 hereof.

Provided that an employee who fails to attend work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

**SUNDAY AND HOLIDAY RATES.**

49. (a) Except as hereinafter provided, all time of duty on Sunday and Public Holidays herein prescribed shall be paid for at the rate of double time, that is two days' pay on Sunday, and one day's pay on public holidays in addition to the weekly wage.

(b) Stablemen and grooms, part of whose duties are to feed and attend to horses every day, shall not be entitled to any extra pay for working on Sunday if they are allowed one clear day's rest in seven. If they work on seven days in one week they shall be entitled to Sunday rates for work done on Sunday.

Stablemen and grooms shall not be entitled to any extra pay for work done on public holidays if engaged in the performance of their ordinary duties.

Stablemen and grooms who are required to work continuously seven days in the week shall be allowed one week's holiday on full pay at the expiration of each twelve months' service.

(c) Drivers who are required to be on duty on Sunday to feed and attend to horses where the employer does not employ any stablemen, shall be paid for such Sunday work at double rates.

**MINIMUM OF WORK ON A SUNDAY OR A HOLIDAY.**

50. Any employee required to work on a Sunday or a holiday as prescribed in clause 48 shall be entitled to four hours' pay at double rates provided that he is available for work during such four hours.

**NOTICE TO WORK ON HOLIDAYS.**

51. Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee required to work on a public holiday prescribed in this Determination.

**STOPPAGES OF WORK.**

52. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

**PROTECTIVE CLOTHING.**

53. The employer shall supply daily free of charge to each employee engaged in the handling of meat and offal, clean suitable clothing which shall remain the property of the employer and of which the employee shall take all reasonable care. Such clothing 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, the employer may recover from the employee concerned the cost of replacing such clothing so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

**MIXED FUNCTIONS.**

54. Where an employee performs on any day functions of a mixed character, he shall be paid for that day at the rate applicable to the function for which the highest rate is payable.

**PAYMENT OF WAGES.**

55. Wages shall be paid not later than Thursday in each week in the employer's time.

**PROVISIONS APPLICABLE TO ALL OTHER PERSONS.****CASUAL EMPLOYEES.**

56. (a) A casual employee, that is, an employee who is not employed for a full week, shall be paid one fifth of a five day week or two-elevenths of a five and half day week prescribed in this Determination for the class of work he performs plus 15 per cent. of such rate for each day or part of a day on which he is employed. For time worked in excess of 8 hours in a five day week or  $7\frac{1}{2}$  hours in a five and half day week, time and a half rates shall be paid.

(b) Where a casual employee is required to perform more than one class of work on any one day, he shall be paid for the whole of that day at the highest wage prescribed in this Determination for any of the work which he performs.

(c) In addition to the rate payable under sub-clause (a) hereof casual employees shall be paid all fares reasonably and necessarily incurred.

## LIMITATION OF FEMALE LABOUR IN RETAIL BUTCHERS SHOPS.

57. (a) Except as provided in this clause no female shall be engaged to work or be employed in a retail butcher's shop: Provided that an employer may engage one or more females to act as a cashier or cashiers and to perform general clerical work in any shop the number so engaged not to exceed that necessarily required to perform such work in such shop: Provided further that a female having been so engaged may perform the following work in addition to her duties as cashier or clerk:—

- (i) wrap meat or small goods in either paper or cartons;
- (ii) divide sausages, frankfurts or other small goods and for this purpose may use a knife for cutting purposes;
- (iii) sell goods already prepared but not fresh uncooked meat; and
- (iv) sell fresh uncooked meat at any time in which all male employees in such shop are necessarily absent therefrom because of the lunch period or other good reason and only during any such time but not otherwise may use a knife for the purpose of cutting fresh uncooked meat.

(b) Notwithstanding the provisions of sub-clause (a) above an employer may engage females to do the work of meat saleswomen. Such females may at any time perform the work of selling fresh uncooked meat including cutting for weight in addition to the work set out in paragraph (i), (ii), (iii), and (iv) of sub-clause (a) above.

## CONTRACT OF EMPLOYMENT.

58. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week. Except as may hereinafter be provided an employee, to become entitled to payment on a weekly basis, shall 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 employee affected.

(b) Employment other than casual shall be terminated only by a week's notice on either side, and such notice may be given at any time during the week. In lieu of such 40 working hours' notice, the employer may pay 40 hours' wages and vice versa, the employee leaving his or her employment without notice shall forfeit 40 hours' wages which may be deducted from any wages (other than wages for pro rata annual leave or annual leave accrued due but not taken) due. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day on which an employee cannot be usefully employed, because of any strike or through any breakdown of machinery or any stoppage of work in the meat industry by any cause for which the employer cannot reasonably be held responsible.

## MIXED FUNCTIONS.

59. Where an employee performs on any day functions of a mixed character, he shall be paid for that day the wage rate applicable to the function for which the highest rate is payable.

## SPECIAL RATES.

60. In addition to the rates otherwise set out in this Determination the following rates shall be paid:—

Leading hand, i.e., an employee not being a general butcher in charge of a shop as defined who is entrusted by his employer with the supervision of other employees shall be paid the following additional rates viz., 9s. per week, where the number of employees (including improvers and apprentices) is three but does not exceed ten, and 12s. 6d. per week, where the number of such employees exceeds ten.

## HOURS.

61. (a) In retail butchers' shops and small goods factories and in abattoirs outside the metropolitan area of Melbourne the ordinary working hours shall not exceed in number 40 per week.

(b) The hours shall be worked on five days of the week, Monday to Friday inclusive, during the months of April, May, June, July, August, September, and October, in each year and in five and a half days, Monday to Saturday inclusive, during the months of November, December, January, February and March in each year. Provided that any work done on Easter Saturday shall be paid for at double ordinary rates of pay.

(c) No time worked on a Sunday shall be reckoned as part of such ordinary hours.

(d) (i) Each daily period of work comprised in such ordinary working hours shall be unbroken except by prescribed meal intervals.

(ii) No such daily period of work shall exceed in duration nine hours exclusive of prescribed meal intervals.

(iii) Such daily periods of work shall be so arranged that on at least one day in each week in the month of November, December, January, February and March, of each year, the employees concerned shall finish their ordinary hours of work not later than 11.30 a.m.

(e) No time worked before 6.30 a.m. or after 5.30 p.m. on Mondays to Fridays inclusive or before 6.30 a.m. or after 11.30 a.m. on Saturdays in retail butchers' shops or before 6 a.m. or after 8 p.m. in small goods factories, and in country slaughterhouses shall be reckoned as part of such ordinary hours.

(f) (i) Subject to compliance with the foregoing provisions and with those hereinafter contained the employer shall for any of his employees fix each day's starting and finishing times of ordinary hours of work (inclusive of special starting and finishing times for any day next preceding a public holiday) observed by him for the employee concerned.

(ii) The employer shall state such times in advance in a notice which shall be permanently posted in his establishment so as to be at all times accessible and visible to the employee concerned.

(iii) The employer may from time to time substitute other starting and finishing times if, not less than a week in advance of the substituted times, he states such times in a notice posted so as to be visible at all times to the employees concerned together with the next previous notice concerning such times.

(iv) Every fixation of starting and finishing times shall be made in respect of a period which shall not be less than a week in length.

## MEAL INTERVALS.

62. (a) Each employee shall be granted a meal interval of one hour for lunch on a full working day between noon and 2 p.m.

(b) Except in the case of emergency the time for meal intervals shall not be altered except on 24 hours' notice to the employees concerned.

(c) Employees called upon to start work on any day other than Saturday or the half holiday observed in lieu thereof before 7 a.m. shall be allowed one hour for breakfast to commence before 10 a.m.

(d) Employees called upon to start work before 7 a.m. on a Saturday or the half holiday observed in lieu thereof shall be allowed one half-hour for crib time before 9 a.m. such time to be counted as working time.

(e) Any employee called upon to work during a meal interval shall be paid at overtime rates for the period so employed and such overtime rates shall continue until a meal break is allowed.

(f) No employee shall be called upon to work for more than 5 hours without a break for a meal.

(g) Meal intervals where allowed shall not except as otherwise prescribed be counted as part of the daily or weekly hours worked.

## OVERTIME.

63. (a) All time worked outside the ordinary working hours on any one day shall be deemed to be overtime and shall be paid for at time and a half for the first three hours and double time thereafter.

(b) Any employee who is notified that he will be called upon to work overtime and is not so worked shall be paid the meal money above prescribed.

(c) Any time worked between 8 p.m. on Friday and 4 a.m. on Saturday shall be paid for at double time.

(d) All time worked after a quarter of an hour beyond the closing time as fixed on Saturday or the day observed in lieu of Saturday (except attention to horses and livestock) shall be paid for at double rate with a minimum of 15 minutes.

No employee shall be called upon to work overtime in retail butchers' shops after 6 p.m. or after 7 p.m. elsewhere on Mondays to Fridays inclusive without a break of one hour and payment of 3s. 6d. meal money.

(e) An apprentice under the age of 19 years shall not be called upon to work overtime for more than four hours in any one week.

(f) Apprentices over 19 years of age, but under 21 years, shall not be called upon to work more than six hours overtime in any one week.

## PUBLIC HOLIDAYS.

64. (a) The following days or the days observed in lieu thereof, except for the unavoidable delivery of small goods shall be holidays and shall be paid for as 8 hours worked:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Picnic Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, or some other day mutually agreed upon between the employer and his employees in lieu thereof, Christmas Day, and Boxing Day, but if any day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

(b) For work done in the delivery of small goods on these days, time and a half rates shall be paid up to 9.30 a.m. and on Good Friday up to 11.30 a.m.

(c) On any such holidays, except Christmas Day, Anzac Day and Union Picnic Day, employees, if required, shall work for not more than two hours and on Good Friday for not more than four hours at time and a half rates. On Christmas Day, Anzac Day and Union Picnic Day, employees may be required to work on essential work only. This sub-clause shall not override the provisions of any Act of Parliament or Regulation dealing with the observance of Anzac Day, and in case of inconsistency between this sub-clause and such provisions the latter shall prevail.

(d) Any employee absent without leave on the working day before or the working day after any holiday shall be liable to forfeit wages for the holiday as well as for the day of absence except where an employer is satisfied that the employee's absence was due to illness or other reasonable cause in which case wages shall not be forfeited.

(e) If an employee is dismissed within 14 days before any of the holidays abovementioned and is re-engaged within 14 days after any of the holidays abovementioned he shall be deemed to have been dismissed for the purpose of evading payment for such holidays and any payment so evaded shall be due and payable to the employee.

(f) For any work done on holidays except as provided in the preceding sub-clauses of this clause double time shall be paid.

(g) Time and a half and double time shall mean time and a half or double time respectively in addition to the ordinary weekly rate for the time so worked.

64A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 64 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

## SUNDAYS.

65. (a) All work except attention to horses and other live stock performed on Sundays shall be paid for at double rates with a minimum payment as for four hours.

(b) Employees called upon to attend to horses and other live stock on Sundays shall be paid at double rates with a minimum payment as for two hours.

## ANNUAL HOLIDAY.

66. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act, 1946* (No. 5111), and any amendments which may be made thereto from time to time.

## SICK LEAVE.

67. (a) An employee other than a casual employee who is absent from his work on account of personal illness, or on account of injury by accident shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

(i) he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) he shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and as far as practicable state the nature of the injury or illness and the estimated duration of the absence.

(iii) he shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) he shall not be entitled in any one year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may within one month of this Determination coming into operation or within two weeks of the employee entering his employment require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year, and upon such statement the employer shall be entitled to rely and act.

(b) 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 reimbursed by the employer all expenses reasonably incurred in connexion with such attendance, such cost not to exceed 10s. 6d., unless an ambulance is used when the maximum rate shall be the rate charged.

(c) An employer may by agreement with any employee grant such employee a clear week's holiday on full pay in lieu of payment for absence through sickness or, if such additional week's holiday cannot be granted, give one week's pay in lieu thereof.

(d) For the purpose of this clause "year" shall commence on the 1st day of July.

(e) Sick leave if not taken during any year may accumulate so as to provide for sick leave up to 2 weeks after a period of two years and may then be taken at any time during the employee's future employment under the conditions set out in sub-clause (a) (i), (ii) and (iii) above.



(c) The time book or time sheet shall, on demand, be produced by the employer for inspection at the employers head office at any time between 10 a.m. and 4 p.m. Monday to Thursday inclusive and between 10 a.m. and 1 p.m. on Friday to an official of the Australasian Meat Industry Employees' Union who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Union; or to an official of the Meat and Allied Trades' Federation of Australia who has been authorized, in writing, to inspect the same by the General Secretary of a State Branch of the said Federation.

(d) An inspection shall not be demanded unless the Secretary of the Union or Federation or the District Secretary or Organizer of any division of the Union or Federation suspects that a breach of this Determination is being or has been committed.

(e) Only one demand for such inspection shall be made in any one fortnight at the same establishment and no inspection shall be demanded on a Saturday.

"Provided that one further demand may be made within a fortnight of a previous demand if the secretary, district secretary or organizer certifies in writing that the reason for such further demand is that he suspects that a breach of this Determination is being or has been committed and that such certificate is produced to and a copy thereof handed to the employer or his responsible officer at the time of demanding said further inspection."

(f) The official making an inspection shall be entitled to take a copy of entries in the time book or time sheet relating to the suspected breach of this Determination.

(g) Time books shall be kept for at least 12 months after they have been completed.

#### PAYMENT OF WAGES.

74. (a) Wages shall be paid in cash in the employer's time between the hours of noon and 5 p.m. on the usual pay day of the employer (which shall not be later than Thursday in each week).

(b) When an employee is dismissed or his employment terminated he shall be paid all monies due to him within one hour of ceasing work.

(c) On each pay day each employee shall receive wages in an envelope or accompanied by a docket showing the total amount of ordinary wages and overtime and all deduction therefrom.

(d) An employer shall not keep more than two days' pay in hand.

(e) Wages due to casual employees shall be paid immediately on the termination of work on each day on which he is engaged.

#### RIGHT OF ENTRY.

75. 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 they produce their authority to the manager or such other person as may be appointed by the employer;

(b) That they interview employees only at the place they are taking their meal;

(c) That not more than two representatives visit the premises at any one time;

(d) That not more than two representatives visit 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 the right of entry.

#### NOTICE BOARDS AND POSTING DETERMINATION.

76. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings or other business of the Union. Such notice boards shall be in a prominent position. All such notices shall be signed by the Branch or District Secretary or Organizer of the Union.

(b) A copy of this Determination shall be posted within 28 days of the printing thereof and kept continuously posted in a prominent and accessible place to all employees in each department of the shop, slaughterhouse, abattoirs and factory.

#### LEAVE TO ATTEND UNION BUSINESS.

77. Leave of absence from work to attend any Union business shall be allowed by the employer to any employee member of the Union named by such Union, provided fair and reasonable notice is given to the employer.

Provided that such leave shall be restricted to one employee at a time in the employment of any one employer and such employee shall not be entitled to payment for the time he is so absent from work.

#### DEFINITION.

78. (a) "Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.

(b) "General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.

(c) "Butcher's Shop" means any shop, tent, stall, vehicle, or place other than abattoirs where uncooked meat, or preparation thereof, are offered for sale, i.e., beef, mutton, lamb, pork, and/or veal.

(d) "Salesman" means an adult male employee, who, not being a general butcher, is employed in a butcher's shop in selling fresh uncooked meat including cutting for weight and who may also perform the following work:—

(i) wrap meat or small goods either in paper or cartons;

(ii) divide sausages, frankfurts or other small goods and for this purposes use a knife for cutting purposes; and

(iii) sell goods already prepared.

#### DELIVERY OF MEAT.

79. (a) Deliveries of meat to places other than hospitals, cream or milk wagons, boats, trains, airport or air depots, country service cars, bulk meat into shops, hotels, cafés and restaurants in the city of Melbourne shall not be made outside the opening and closing hours of retail shops as the case may be.

(b) An apprentice or juvenile worker shall not be employed on the delivery of meat to householders until he has had three years' experience in the trade.

## PERIODICAL ADJUSTMENT OF WAGES.

80. (i) The wages rates set out in clause 2 (A) are based on the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 81.

*Basic Wage.*

Place.	Basic Wage (Adjustable).	Industry Loading (Constant).	Total Wage.	Index Number Assigned.
	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	11 17 0	6 0	12 3 0	Melbourne
Within 10 miles of G.P.O., Geelong; and at Warrnambool—same as contemporaneous basic wage for Melbourne				
Yallourn—The same amount in excess of Melbourne as at present, viz. 1—6s. 6d. per week				
Elsewhere—(except in Division D which shall be adjusted on the contemporaneous basic wage for Melbourne)	11 17 0	6 0	12 3 0	Five Towns Victoria

(ii) The wages rates of apprentices and improvers in clause 2 (B) and (C) shall be the appropriate percentages as set out, such adjustments to be to the nearest 6d. half or less than half of 6d. to be disregarded.

## ADJUSTMENT OF BASIC WAGE.

81. (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, 1954, the amounts of the basic wage shall be as prescribed in clause 80.

(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.

## MARGINS.

82. In addition to the basic wage and loadings prescribed in clause 80 the following marginal rates shall be paid to adult male employees under divisions B, C, and E, of this Determination:—

	Margin Per Week.
	£ s. d.
<i>Division B.—Retail Shops.</i>	
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 20 hours per week	2 16 6
Employees who do slaughtering for 20 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work	2 16 6
Whilst employed on other work the margin prescribed for such work	
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	3 3 0
General butcher in charge of branch shop, i.e., one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher for 20 hours or more	2 15 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	2 9 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	2 6 0
Salesmen and/or Saleswomen	2 3 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	2 8 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	1 11 0
All others	1 8 0
<i>Division C.—Small Goods Section.</i>	
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 20 hours per week	2 16 6
Employees who do slaughtering for 20 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory— Whilst employed on such work	2 16 6
Whilst employed on other work—The margin prescribed for such work.	
Men employed principally on mixing machines and/or responsible for making of small goods	2 14 0
Fillermen	2 4 6
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	2 8 6
Packing-room hands	1 16 6
Linkers and table hands	1 15 6
All others	1 8 0

MARGINS.—*continued.*

	Margin Per Week.
<i>Division E.—Carters and Drivers (Not Elsewhere Included).</i>	
Drivers of Motor Vehicles—	
(i) Not exceeding 25 cwt. capacity .. .. .	1 14 0
(ii) Exceeding 25 cwt. capacity, but not exceeding 3 tons capacity .. .. .	1 18 0
(iii) Exceeding 3 tons capacity, but under 6 tons capacity .. .. .	2 1 0
(iv) For each complete ton over 5 tons an extra ls. per week	
(v) Motor (not being a tractor) drawing trailer ls. per day extra for each trailer	
Horse Drivers—	
(i) One horse .. .. .	1 9 0
(ii) Two horses .. .. .	1 14 0
(iii) Three horses .. .. .	1 17 0
(iv) Four horses .. .. .	1 19 0

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

J. V. WILLOX, Secretary.

Melbourne, 9th December, 1953.