



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 359]

FRIDAY, JUNE 24.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE WHOLESALE GROCERS BOARD.

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 23rd December, 1912, the powers of the Wholesale Grocers Board were extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

IN accordance with the provisions of the *Labour and Industry Act 1953*, 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 business of a wholesale grocer, including a seller of tea," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 31st March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.			ALL OTHER EMPLOYEES.			
—	Percentage of Basic Wage.	Wages per Week.	Wages per Week.		£ s. d.	£ s. d.
			Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sobastopol.	All other Parts of Victoria where this Determination applies.		
Under 16 years of age	31	£ s. d. 3 13 0				
16 years of age ..	38	4 9 6				
17 years of age ..	49	5 15 0				
18 years of age ..	65	7 12 6				
19 years of age ..	83	9 15 0				
20 years of age ..	100 + 1s.	11 16 0				
PROPORTION (IN ANY PLACE). <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 273s. per week. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1926. <i>Improvers.</i> One improver to every three or fraction of three workers receiving not less than 273s. per week.			Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits Leading hand in charge of— 10 or more persons 6, 7, 8, or 9 persons 1, 2, 3, 4, or 5 persons Storeman employed singly All others		£ s. d. 14 16 6 14 16 6 14 8 0 13 17 6 13 17 6 13 13 0	£ s. d. 15 0 0 15 0 0 14 11 6 14 1 6 14 1 6 13 18 0

NOTE.—"Leading hand" means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

HOURS OF WORK.

3. The number of hours to constitute an ordinary week's work shall be 40, which shall be worked in five days Monday to Friday inclusive.

4. TIMES OF BEGINNING AND ENDING WORK—			
Times of Beginning. Not earlier than—	Times of Ending. Not later than—		
7.30 a.m.	5.30 p.m.	..	Monday to Friday inclusive.

OVERTIME.

5. The following rates shall be paid for all work done:—

Outside the times of beginning and ending work in any day	} First two hours—Time and a half, thereafter —Double time.
Within the times of beginning and ending work, in excess of the maximum number of hours prescribed in clause 3	

TEA MONEY.

6. Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed four shillings tea money in addition to overtime rates as prescribed for in this Determination.

MEAL PERIOD.

7. A meal period of not less than half an hour shall be taken between the hours of 12 noon and 2 p.m.

TERMS OF ENGAGEMENT.

8. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

CASUAL EMPLOYEES.

9. Casual employees, i.e., employees engaged for less than two full weeks shall be paid at ordinary wages rate with an addition of thirty-three and one-third per centum.

HOLIDAYS.

10. Employees, provided their services are not required, shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Melbourne Show Day, Melbourne Cup Day, Christmas Day, and Boxing 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 outside the Metropolitan District as defined in the *Labour and Industry Act 1953*, by mutual agreement between the employer and the employee concerned another day may be substituted for Melbourne Cup Day.

SPECIAL RATES.

11. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Melbourne Show Day, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, then the special rate shall be payable only for the day so substituted: Provided that outside the Metropolitan District as defined in the *Labour and Industry Act 1953*, and by mutual agreement between employer and the employee concerned another day may be substituted for Melbourne Cup Day.

ANNUAL HOLIDAYS.

12. The annual holidays shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

REST INTERVAL.

13. There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Friday inclusive in each week) for each employee, such time to count as time worked.

CERTIFICATE OF SERVICE.

14. Any worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

PAY DAY.

15. Payment of wages shall be made not later than Thursday of each week and during the ordinary working hours, provided that wages shall be paid on the day preceding a public holiday if such holiday is observed on the usual pay day.

SICK LEAVE.

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

(i) During the first year—3½ hours' ordinary pay for each complete month of service;

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her 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 November, 1948, shall be disregarded provided that any accumulated sick leave, not exceeding 120 hours of working time, standing to the credit of the employee on the 1st November, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

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.

UNION PICNIC DAY.

17. All establishments covered by this Determination shall close and be kept closed on the day fixed as Union Picnic Day.

FIRST-AID OUTFIT.

18. In each establishment the employer shall provide and continuously maintain, at a place reasonably accessible to all employees, an efficient first-aid outfit.

PROVISION OF OVERALLS.

19. An employee, with not less than one month's service with the same employer, shall be provided with one pair of overalls per year by the employer, free of cost to the employee. Such overalls shall remain the property of the employer.

PROVISION OF PIE HEATER AND BOILING WATER.

20. The employer shall provide a pie heater for the use of employees and boiling water at meal times.

DINING FACILITIES, CHANGE ROOMS AND LOCKERS.

21. The employer shall provide suitable dining facilities, change rooms and lockers for the use of employees.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates for adults set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act* 1953, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 23.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 15 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

23. (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 May, 1955, the amount of the basic wage shall be as prescribed in clause 22.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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) The wages of "Apprentices and Improvers" shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

P. A. RANGLES, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 17th March, 1955.





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No. 360]

FRIDAY, JUNE 24.

[1955

Labour and Industry Act 1953

DETERMINATION OF THE TEA PACKING BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling”, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 31st March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

—	APPRENTICES OR IMPROVERS.		ADULTS.	
	Males.		Females.	
	Percentage of Basic Wage.	Per Week. <i>s. d.</i>	Percentage of Female Basic Wage.	Per Week. <i>s. d.</i>
14 years	23	54 0
15 years	30	70 6	42	74 0
16 years	35	82 0	47	82 6
17 years	45	105 6	56	98 6
18 years	56	131 6	67	118 0
19 years	63	148 0	74	130 0
20 years	81	190 6	85	149 6

Males.			
	Percentage of Basic Wage.	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>
Foreman	292 0
Headman	280 6
All other adult males	268 0

Females.			
	Percentage of Basic Wage.	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>
Headwoman	213 9
All other adult females	194 0

PROPORTION (within any factory or place).

Apprentices.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 268s. per week.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 194s. per week.

Improvers.

One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 268s. per week.

One female improver to every three or fraction of three female workers receiving not less than 194s. per week.

HOURS OF WORK.

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

TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
7.30 a.m. 12 noon on Saturdays.
7.30 a.m. 5.30 p.m. on each of the other five working days of the week.

OVERTIME.

5. Overtime shall be paid for as follows :—

- (a) Within the hours provided in clause 4 in excess of the number of hours fixed for an ordinary week's work—time and a half.
- (b) Outside the hours provided in clause 4—time and a half for the first two hours and double time thereafter.

HOLIDAYS.

6. Employees shall be granted the following holidays without deduction of pay :—New Year's Day, Australia Day, Union Picnic Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the *Labour and Industry Act, 1953*, Melbourne Cup 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.

SPECIAL RATES.

7. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the *Labour and Industry Act 1953*, Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

TERMINATION OF EMPLOYMENT.

8. Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker. In lieu of such notice one week's wages shall be paid or forfeited, as the case may be.

SICK LEAVE.

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

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

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her 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 be cumulative from year to year up to a period not exceeding the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

ANNUAL HOLIDAYS.

10. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act, 1953*, and any amendments which may be made thereto from time to time.

PAY DAY.

11. Employees shall be paid on a day not later than Thursday in each week and during working hours.

POSTING OF DETERMINATION.

12. A copy of this Determination shall be posted in a conspicuous place at or near the entrance of each floor in a building if any employees are employed on such floor at any work covered by this Determination.

REST PERIOD.

13. An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

TEA MONEY.

14. Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed four shillings tea money in addition to overtime rates as prescribed in this Determination.

MIXED FUNCTIONS.

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

PROTECTIVE CLOTHING.

16. An employee, with not less than one month's service with the same employer, shall be provided with one pair of overalls per year by the employer, free of cost to the employee. Employees receiving, stacking or blending shall, in lieu of overalls, be supplied with a leather apron. Such overalls or aprons shall remain the property of the employer.

DEFINITIONS.

17. "Foreman" means a person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees.

"Headman or Headwoman" means a person on a floor who directs other employees in their work and who is held responsible for work done on that floor notwithstanding he or she may be under the orders or take instructions from the foreman.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act*, 1933, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 19.

Basic Wage.

Place.	Basic Wage. (Adjustable)	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 15 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

19. (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 May, 1955, the amount of the Basic Wage shall be as prescribed in clause 18.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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) 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) The wages of apprentices and improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 17th March, 1955.



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No. 361]

FRIDAY, JUNE 24.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE MEAT PRESERVERS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which now has the power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) Employed in the process, trade, or business of—
 - (1) preserving meat;
 - (2) preparing food products from animal fat or from edible oils;
 - (3) putting up preserved meat or food products prepared from animal fat or from edible oils
- (b) Employed as a storeman, packer, or sorter in connexion with the trade or business of—
 - (1) preserving meat;
 - (2) preparing food products from animal fat or from edible oils;
- (c) Employed in the process trade, or business of—
 - (1) pulping of eggs;
 - (2) pulping and drying of eggs in the manufacture of egg powder;”

has made the following Determination, namely :—

1. That on the 21st March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Males.		Females.	
	Percentage of Basic Wage.	Wages.	Percentage of Female Basic Wage.	Wages.
		<i>s. d.</i>		<i>s. d.</i>
Under 16 years	74	174 0	74	130 0
16 years and under 17 years	83	195 0	83	146 0
17 years and under 18 years	93	218 6	93	163 6
18 years and under 19 years	100+10/-	245 0	100+7/8	183 6
19 years and under 20 years	100+26/-	261 0	100+19/8	195 6
20 years and under 21 years	100+49/6	284 6	100+39/8	215 6

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 309s. per week of 40 hours.
 One female apprentice to every three or fraction of three female workers receiving not less than 231s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 309s. per week of 40 hours.
 One female improver to every 25 or fraction of 25 female workers receiving not less than 231s. 9d. per week of 40 hours.

EGG PULPING OR DRYING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 309s. per week of 40 hours.
 One female apprentice to every three or fraction of three female workers receiving not less than 231s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 309s. per week of 40 hours.
 One female improver to every 25 or fraction of 25 female workers receiving not less than 231s. 9d. per week of 40 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 310s. per week of 40 hours.
 One female apprentice to every three or fraction of three female workers receiving not less than 231s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 310s. per week of 40 hours.
 One female improver to every 25 or fraction of 25 female workers receiving not less than 231s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

(a) MEAT PRESERVING SECTION.		(b) EGG PULPING OR DRYING SECTION.	
		Wages Per Week.	
		s. d.	
Leading hand, i.e., a person in charge of a department or shift	315 0	Spray operator	313 0
Assistant preserver	315 0	Filter (Chalaza)	312 0
Leading hand extract maker	319 0	Pump operator	310 0
Smoke kiln attendant whilst employed solely as such	319 0	Furnaceman	310 0
Sausage smoke room attendant	314 0	Solderer and/or sealer	309 0
Retort hand, i.e., a person who loads and unloads retorts	315 0	(For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)	
Scaldor or braiser	313 0	Storeman packer	309 0
Doughmaker	313 0	All others	309 0
Cappers, clinchers, and/or vacuum operators whilst employed solely as such	313 0	No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause.	
Lacquer hands (i.e., employees feeding into and/or taking off machine) but not including female employees putting on and/or taking off conveyors operating in association with the lacquer machines	313 0	Adult females engaged—	s. d.
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	313 0	as egg crackers, as table hands, unpacking eggs ;	
Operator engaged for more than half a day in any one day on manually filling cans from non-automatic Rockford or similar type stuffers ..	313 0	grading shelled eggs ; washing containers ..	231 9
Operator engaged for more than half a day in any one day operating a labelling machine ..	313 0	No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause.	
Females engaged—		(c) ALL OTHER SECTIONS.	
Taking away from automatic stuffing machine	261 3	Wages Per Week.	
Running sausage skins for canning purposes ..	247 6	s. d.	
Stamping, or branding		Leading hand, i.e., a person in charge of a department or shift	316 0
Labelling, keying, wiping tins, and carrying off from filling table		Mixer	317 0
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds	231 9	Potman	317 0
Preparing for, placing in, taking away from machines and placing in trays, taking from and/or placing on conveyors of all types ..		Females engaged—	
Cutting Sausages		Patting, wrapping, stamping, or branding ..	
All others	309 0	Labelling, wiping tins, and carrying off from filling tables	231 9
		Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds	
		Taking away from automatic machines	
		Wrapping premier jus for oleo presses	
		All others	310 0

SHIFT WORKERS.

3. Shift workers shall not commence work before 1 p.m. on any day from Monday to Friday. They shall be paid at the ordinary rate for the class of work performed for all work done up to the time of ending work as fixed in clause 6 for certain other employees. For any balance up to 8 hours on days Monday to Friday time and a quarter shall be paid.

PRO RATA PAYMENT OF WAGES.

4. An employee other than a "Temporary Worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rates calculated pro rata according to the number of hours worked.

ORDINARY WEEK'S WORK.

5. The number of hours which shall constitute a week's work shall be 40, which may be worked in periods not exceeding 8 hours on each day from Monday to Friday.

TIMES OF BEGINNING AND ENDING WORK.

6. The times of beginning and ending work each day for persons (other than potman or potman's assistant and shift workers) shall be as follows:—

	Time of Beginning.	Time of Ending.
Mondays to Fridays	7.30 a.m.	4.45 p.m.

OVERTIME.

7. The following overtime rates shall be paid for overtime—

(a) Potman or potman's assistant (not being a shift worker)	For work done in excess of 40 hours in any week	Time and a half
(b) Other (not being shift workers)	(1) Outside the hours fixed in clause 6 (Except after 12 noon on Saturday, when the rate shall be double time.)	Time and a half
	(2) Within the hours fixed in clause 6 in excess of the hours fixed in clause 5	Time and a half
(c) Shift workers	(a) For work done in excess of 8 hours on any day from Monday to Friday and on Saturday before noon	Time and a half
	(b) After 12 noon on Saturday	Double time

MINIMUM OF OVERTIME.

8. Employees called upon to work after meal time as provided in clause 9 after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

MEAL HOURS.

General Conditions.

9. (i) Employees working at night shall not work continuously for more than four hours without an interval of one hour for a meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight.

(ii) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

 Shift Workers Only.

(iii) Subject to sub-clauses (iv) and (v) hereof shift workers shall only be entitled to one meal hour per shift to be taken not earlier than four hours or later than five hours after commencing work. Provided that once the meal hour has been fixed it can only be altered by mutual agreement between the employer and employee concerned.

(iv) Shift workers may, provided there is a mutual agreement between the employer and the employee, work the shift continuously with a crib time break of twenty minutes which shall count as time worked.

(v) If a shift worker is required to work overtime he shall be entitled to a further meal at the end of the shift and before commencing such overtime.

Employees other than Shift Workers.

Breakfast.—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.30 a.m.

Dinner.—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.

Tea.—A period of one hour between 4.30 p.m. and 5.30 p.m. (when work is to continue after 5.30 p.m.) shall be allowed for tea.

SUNDAYS AND HOLIDAYS.

10. (a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Time and a half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.

(b) Employees called upon to work on Sundays or holidays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(c) Employees not called upon to work on a holiday shall be paid for such holiday at ordinary rates. Temporary workers and workers engaged on a date following a holiday are exempted from this provision.

(d) Holidays for shift work employees shall be deemed to operate on the shift commencing during the holiday.

SICK LEAVE.

11. (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—4 hours' ordinary pay for each complete month of service;

(ii) During any subsequent year of service—48 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 or her 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 be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st June, 1950, shall be disregarded, provided that any accumulated sick leave, not exceeding 96 hours of working time, standing to the credit of the employee on the 1st June, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

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.

12. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

SMOKE-OH.

13. A "Smoke-oh" period of 15 minutes without deduction of pay shall be allowed as follows :—

(a) To shift workers—

At intervals of not less than 2 hours nor more than 2½ hours after the commencement of work or of recommencing work after a meal break. Provided that where a meal break occurs within any such interval of 2½ hours the employee shall not be entitled to a "smoke-oh" during that interval.

(b) To other workers—

Each morning between the hours of 9.30 and 10.30 and each afternoon between the hours of 2.30 and 3.30.

CHANGING TIME.

14. Employers shall allow all employees 5 minutes changing time at the end of the ordinary day's work and such time shall be counted as time worked.

TEMPORARY WORKERS.

15. Temporary workers shall be paid at the rate of time and a third but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

LIMITATION OF PENALTY RATES.

16. Where under any provision in this Determination (other than the provision contained in clause 9 (ii)) cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

DEFINITIONS.

17. (a) A temporary worker shall mean any person who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

(b) Juvenile worker shall mean a person under 21 years of age, other than an apprentice or an improver, who may be employed at—

Patting, wrapping, stamping, or branding;
 Labelling, keying, wiping tins, and carrying off from filling table;
 Filling or cleaning tins, jars, or moulds;
 Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning, or sterilizing tins, cartons, or bottles;
 Taking away from machines;
 Wrapping premier jus for oleo presses, washing margarine boxes, and assisting potman cleaning up weighing and closing tins.

MEAL ALLOWANCE.

18. An employee required to work overtime for more than one and a quarter hours shall be paid 4s. tea money provided that if intimation of overtime is not given 24 hours prior to being worked the tea money shall be paid prior to the tea interval. If having been notified of intention to work, he shall receive, in the event of the work not being done or ceasing before respective meal times, 4s. for each meal.

WEIGHT CARRYING.

19. No female over the age of eighteen years shall be required to carry a greater weight than thirty pounds.

DUCKBOARDS TO BE PROVIDED.

20. Duckboards shall be provided where employees are working on wet floors.

SEATS FOR FEMALES.

21. Seats, where practicable, shall be provided for the use of female employees.

FIRST-AID CHEST.

22. A first-aid chest, with all necessaries for same, shall be provided.

MIXED FUNCTIONS.

23. Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.

DINING AND DRESSING ROOMS.

24. Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

WASHING DOWN.

25. For the purposes of washing down, hoses and water taps must be provided at convenient places.

PAYMENT OF WAGES.

26. All employees to be paid weekly, and in the time of the employer.

MINIMUM OF WORK.

27. All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and a half hours' work at least on Saturday, even if they are not required to work.

WAITING TIME.

28. When an employee has been notified to start work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time of duty.

STOPPAGES OF WORK.

29. Except as provided in clause 23 herein 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.

WASHING FACILITIES.

30. A proper place shall be provided for the purpose of washing clothes.

PROTECTIVE CLOTHING.

31. The employer shall supply daily free of charge to each employee 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

32. The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia shall be allowed to inspect all time and wages books at the place at which time book or other record is kept between the hours of 10 a.m. and 2 p.m. on any working day excepting pay day or on the day immediately preceding pay day.

APRONS TO BE PROVIDED.

33. Aprons shall be provided by the employer for employees on wet work or doing the following classes of work—
- (a) Males—Retort hands; potmen and assistants; washing cans; handling gravy pots; attending potato or vegetable machines; dicing machines, or mixers in canning process.
 - (b) Females—Putting meat into cans, or hand peeling potatoes or vegetables.

RUBBER GLOVES, CLOGS OR PROTECTIVE FOOTWEAR TO BE PROVIDED.

34. Rubber boots, clogs or protective footwear shall be provided for wet work and rubber gloves shall be provided for females handling vegetables.

BOARD OF REFERENCE.

35. The Wages Board has determined that in accordance with Section 31 (1) of the *Labour and Industry Act 1953*, a Board of Reference shall be appointed to determine disputes of facts concerning any provision of its Determination.

The Board of Reference shall consist of—

- (i) The Chairman of the Wages Board,
- (ii) Two representatives of employers, of whom one shall be a member of the Wages Board, and such representatives shall be appointed by a majority of the employers' representatives on the Wages Board, and
- (iii) Two representatives of employees, of whom one shall be a member of the Wages Board, and such representatives shall be appointed by a majority of the employees' representatives on the Wages Board.

PERIODICAL ADJUSTMENT OF WAGES.

36. The wages rates for males set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 37.

BASIC WAGE.

Place.	Basic Wage (adjustable).	Index Number Set Asstgned.
	£ s. d.	
Throughout the State	11 15 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

37. (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 May, 1955, the amount of the basic wage shall be as prescribed in clause 36.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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) 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) The wages of apprentices, improvers and juvenile workers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 21st March, 1955.

