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Labour and Industry Acts.

AMENDING 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 Labour and Industry 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:—

That as from the beginning of the first pay period to commence in February, 1956, the Determination made on the 11th February, 1955, and published in *Government Gazette* No. 354 of the 17th June, 1955, shall be amended by deleting clauses 2 A, 2 B, 2 C, 4, 80, 81 and 82, and inserting in lieu thereof the following:—

2. (A)

EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

Division A.—Abattoirs or Meat Markets.

	Weekly Wage.
	£ s. d.
Tacklemen	20 3 3
Slaughterman	19 9 6
Cold calf skinners	19 9 6
Head and Feet Boners	16 8 0
Scalders	16 8 0
Meat Lumpers	16 4 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	16 0 6
General labourers	15 17 6

2. (A)—continued.

	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.
<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	16 12 6	16 19 0	16 12 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	16 12 6	16 19 0	16 12 6
Whilst employed on other work	At the rates prescribed for such work.		
(c) Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	18 4 6	18 11 0	18 4 6
(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	17 15 0	18 1 6	17 15 0
(e) General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	16 6 0	16 12 6	16 6 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	15 17 0	16 3 6	15 17 0
(g) Salesmen and/or saleswomen	15 12 0	15 18 6	15 12 0
(h) Small goods makers in butchers' shops, boners, salters, scalders, and cooks	15 19 0	16 5 6	15 19 0
(i) Ordermen who deliver but do not cut meat and who are not carters and drivers	14 16 6	15 3 0	14 16 6
(j) All others	14 13 0	14 19 6	14 13 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	16 12 6	16 19 0	16 12 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	16 12 6	16 19 0	16 12 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	16 6 0	16 12 6	16 6 0
(d) Fillermen	15 14 0	16 0 6	15 14 0
(e) Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cooks	15 19 0	16 5 6	15 19 0
(f) Packing-room hands	15 3 6	15 10 0	15 3 6
(g) Linkers and table hands	15 2 6	15 9 0	15 2 6
(h) All others	14 13 0	14 19 6	14 13 0
<i>Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.</i>			
Meat Lumpers	16 4 6	16 11 0	16 1 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	15 17 0	16 5 0	15 13 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	16 2 0	16 10 0	15 18 6
Exceeding 3 tons capacity	16 7 0	16 15 0	16 3 0
Horse Drivers—			
One horse	15 14 0	16 2 0	15 10 6
Two horses	15 17 0	16 5 0	15 13 6
Three horses	16 0 0	16 7 6	15 16 0
Head stableman (if more than one employed)	15 11 6	15 19 6	15 9 0
Other stablemen or grooms	15 6 6	15 14 6	15 2 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	in addition	in addition	in addition
offal	to the rate specified	to the rate specified	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). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	15 0 6	15 7 0	15 0 6
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	15 7 6	15 14 0	15 7 6
(iii) exceeding 3 tons capacity but under 6 tons capacity	15 19 6	16 6 0	15 19 6
(iv) for each complete ton over 5 tons an extra 2s. 6d. per week ..			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	14 14 0	15 0 6	14 14 0
(ii) two horses	15 0 6	15 7 0	15 0 6
(iii) three horses	15 4 6	15 11 0	15 4 6
(iv) four horses	15 10 6	15 17 0	15 10 6

Division F.—Employees on Gas Producer Units.

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

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.

Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.

Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.

- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.

- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets.				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	68		8 10 6	Under 18 years	88		11 1 0
2nd year's experience	81		10 3 6	18 years and under 19 years ..	100 + 9s. 6d.		13 0 6
3rd year's experience	93		11 13 6	19 years and under 20 years ..	100 + 21s. 6d.		13 12 6
4th year's experience	100 + 35s.		14 6 0	20 years		Minimum Wage
5th year's experience		Minimum Wage				
PROPORTION (BY ANY EMPLOYER).				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.			
<i>Apprentices.</i>				PROPORTION (BY ANY EMPLOYER).			
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.				One improver to every five drivers receiving not less than the minimum wage.			
<i>Improvers.</i>							
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.							

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 18 0	4 19 6	4 18 0
Second year	40	6 10 6	6 13 0	6 10 6
Third year	55	8 19 6	9 3 0	8 19 6
Fourth year	75	12 4 6	12 9 6	12 4 6
Fifth year	95	15 9 6	15 16 0	15 9 6
<i>Four-year Term—</i>				
First year	40	6 10 6	6 13 0	6 10 6
Second year	50	8 3 0	8 6 0	8 3 0
Third year	75	12 4 6	12 9 6	12 4 6
Fourth year	95	15 9 6	15 16 0	15 9 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 15 6	4 17 6	4 15 6
Second year	40	6 7 6	6 10 0	6 7 6
Third year	50	7 19 6	8 2 6	7 19 6
Fourth year	75	11 19 0	12 4 0	11 19 0
Fifth year	95	15 3 0	15 9 0	15 3 0
<i>Four-year Term—</i>				
First year	40	6 7 6	6 10 0	6 7 6
Second year	50	7 19 6	8 2 6	7 19 6
Third year	75	11 19 0	12 4 0	11 19 0
Fourth year	95	15 3 0	15 9 0	15 3 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 butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows:—

Contract of Apprenticeship.

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

Probationary Period.

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

Tuition During Apprenticeship.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Period of Apprenticeship.

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

Wages.

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

Conditions of Employment.

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

Unapprenticed Juniors.

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

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

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

Age.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 20 years of age	75	12 4 6	12 9 6	12 4 6
20 to 21 years of age	95	15 9 6	15 16 0	15 9 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 15 6	4 17 6	4 15 6
17 to 18 years of age	40	6 7 6	6 10 0	6 7 6
18 to 19 years of age	50	7 19 6	8 2 6	7 19 6
19 to 20 years of age	75	11 19 0	12 4 0	11 19 0
20 to 21 years of age	95	15 3 0	15 9 0	15 3 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 19 6	8 2 6	7 19 6
18 to 19 years of age	75	11 19 0	12 4 0	11 19 0
19 to 20 years of age	85	13 11 0	13 16 6	13 11 0
20 to 21 years of age	95	15 3 0	15 9 0	15 3 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.

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 legged 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 human beings shall count as two.
- (iv) Heavy sheep, woolly or shorn, over 64-lb and under 90-lb. graded weight, shall count as one and a half.
- (v) Heavy sheep, woolly or shorn, 90-lb. or over, graded weight, shall count as two.
- (vi) 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.
- (vii) Bulls, 300-lb. or over freezer weight, shall count as two.
- (viii) 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.

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 33 of the Labour and Industry Act, 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	12 11 0	6 0	12 17 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. :—6s. 6d. per week				
Elsewhere—(except in Division D which shall be adjusted on the contemporaneous basic wage for Melbourne)	12 11 0	6 0	12 17 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 'C' series 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, 1956, 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 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 "C" series retail price index number by the factor 1.03 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.
<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	£ s. d. 3 15 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	3 15 6
Whilst employed on other work the margin prescribed for such work	
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	5 7 6
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	4 18 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	3 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	3 0 0
Salesmen and/or Saleswomen	2 15 0
Small goods makers in butchers' shops, boners, salters, scalders, and cooks	3 2 0
Ordermen who deliver but do not cut meat and who are not carters and drivers	1 19 6
All others	1 16 0

	Margin Per Week.
<i>Division C.—Small Goods Section.</i>	
Employees in the country required to do any slaughtering as defined in Division B in the slaughterhouse associated with a butcher's shop or small goods factory for more than 20 hours per week	3 15 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	3 15 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	3 9 0
Fillermen	2 17 0
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	3 2 0
Packing-room hands	2 6 6
Linkers and table hands	2 5 6
All others	1 16 0
<i>Division E.—Carters and Drivers (Not Elsewhere Included).</i>	
Drivers of Motor Vehicles—	
(i) Not exceeding 25 cwt. capacity	2 3 6
(ii) Exceeding 25 cwt. capacity, but not exceeding 3 tons capacity	2 10 6
(iii) Exceeding 3 tons capacity, but under 6 tons capacity	3 2 6
(iv) For each complete ton over 5 tons an extra 2s. 6d. per week	
(v) Motor (not being a tractor) drawing trailer 1s. per day extra for each trailer	
Horse Drivers—	
(i) One horse	1 17 0
(ii) Two horses	2 3 6
(iii) Three horses	2 7 6
(iv) Four horses	2 13 6

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

J. V. WILLOX, Secretary.

Melbourne, 27th February, 1956.

