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Labour and Industry Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1956.

Dated at Melbourne, this

31st day of May, 1956.

H. N. JONES,

Secretary for Labour and Industry.

JAM TRADE BOARD.

Clauses 2, 3 and 30 of part I, and clause 1 of part II, of the Determination published in *Government Gazette* No. 58 of the 9th January, 1956, shall be replaced by the following clauses:—

PART I.

(Other than persons employed by the Silvan Fruit Processors in the process, trade, or business of processing and packaging berry fruits.)

2.

(a) ADULT MALES.

		Wages Per Week.
		£ s. d.
<i>General Production Section.</i>		
1.	Foreman (first jam maker)	17 1 0
2.	Assistant jam maker (as defined)	15 11 6
3.	Assistant pickle maker	15 11 6
4.	Foreman sauce, chutney, pickles or condiment maker (as defined)	15 11 6
5.	Fruit preserver (as defined)	15 11 6
6.	Fruit crystalliser	15 0 6
7.	Candy peel maker-in-charge	15 0 6
8.	Assistant fruit preserver	14 13 6
9.	Syrup maker, i.e., a person who actually boils the syrup	14 8 6
10.	Operators of machines	14 8 6
11.	Employee engaged in inspecting fruit for acceptance or rejection	14 7 0
12.	Employee in fruit crystallising department other than fruit crystalliser	14 7 0
13.	Man-in-charge of and operating retorts (as defined)	14 7 0
14.	Employee engaged cooking and/or sterilising corn, vegetable packs, soups, sauce or other kinds of fruit or vegetable	14 7 0
15.	Employee feeding into and/or taking away from lacquer machine	14 4 6
16.	Employee feeding into and/or taking away from bottle washing machine	14 4 6
17.	Employee feeding into, by hand, other machines	14 4 6
18.	Employee working amongst piece workers	14 4 6
19.	General hand (employee not elsewhere classified)—	
	(a) with four months or more experience in the industry	13 19 0
	(b) with less than four months' experience in the industry	13 13 0
<i>Dehydration, Evaporation and/or Dried Fruits Section.</i>		
20.	Man-in-charge of prunes or tree fruits	14 17 6
21.	Man-in-charge of dehydrator	14 14 6
22.	Man-in-charge of steam retorts on drying ovens	14 7 0
23.	General hands	13 19 0
<i>Storing Section.</i>		
24.	Foreman packer in charge of despatch and packing department	15 2 0
25.	Foreman packer's assistant	14 10 0
26.	Storeman and packer (as defined)	14 4 0
<i>Miscellaneous Section.</i>		
27.	Driver of power-driven factory truck	14 7 6
28.	Tapper	14 9 6

(b) ADULT FEMALES.

	Wages Per Week.	
	£	s. d.
1. Head forewoman	12	13 0
2. Forewoman's assistant	11	9 0
3. Head woman supervisor	11	6 0
4. Supervisor	11	3 6
5. Operator of peach pitting, pear preparing or apricot slitting machines	10	18 3
6. Operator of other machines	10	17 0
7. Employee feeding into and/or taking away from lacquer machine	10	17 0
8. Employee feeding into and/or taking away from bottle washing machine	10	17 0
9. Employee pouring out or filling or stirring jama, soups, chutneys, pickles or pulp by hand	10	15 3
10. Employee in bottle washing department	10	15 3
11. Employee lifting jam, fruit, &c. weighing over 20 lbs.	10	15 3
12. Employee packing clear mixed pickles into glass containers	10	15 3
13. Employee working at fruit press	10	15 3
14. Employee feeding peach slicing machine	10	15 3
15. Employee cutting or pulping lemons, pineapples, oranges or grapefruit by hand or working on gouging or reaming machines	10	15 3
16. General hand (person not otherwise classified)—		
(a) with four months or more experience in the industry	10	9 0
(b) with less than four months' experience in the industry	10	6 0

Provided that 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.

Leading Hands.

(c) In addition to the rates prescribed in clause 2 (a) hereof, the following rates shall be paid:—

	Per Week.
	s. d.
Leading hands:—	
In charge of less than 3 employees	8 0
In charge of 3 to 10 employees	15 0
In charge of 11 to 20 employees	30 0
In charge of 21 or more employees	45 0

Special Rates.

(d) In addition to the wage rates prescribed in clause 2 (a) hereof the following special rates shall be paid:—

	Per Week.
	s. d.
1. (i) Employee engaged under classifications numbered 13, 14, 15, 16 and 22 in sub-clause (a) hereof	5 0
(ii) An employee placing fruit or vegetables in and/or taking away from an acidic brine	5 0
2. General hands engaged in:—	
(i) Filling, stirring, weighing, loading in or taking off in the jam and pulp making sections	5 0
(ii) The juice making section	5 0
(iii) As retort hands	5 0
(iv) The bottle washing section	5 0
(v) Connexion with drier kiln or sulphur box	5 0
(vi) Dehydration tunnel	5 0
(vii) Operating blancher which includes spray washing	5 0
(viii) Peeling melons	5 0
3. (i) Employees whose work necessitates working in a cooling chamber—3d. per hour or part of an hour.	
(ii) Employees whose work necessitates entering a freezing chamber, i.e., when the temperature is below 32 degrees Fahrenheit—6d. per hour or part of an hour.	
(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 lbs. for continuous periods exceeding half an hour:—3d. per hour or part of an hour.	

Pea Vining Station.

(e) An employee who is employed at a pea-vining station and who is required to live away from home in the course of his employment shall be paid in addition to the rates prescribed in this Determination, such allowance as will be sufficient to meet the cost of reasonable board and lodging.

JUNIOR EMPLOYEES.

3. (a) The minimum rates of wage for juvenile male and female workers shall be the under-mentioned percentages of the basic wage for adult males and adult females, respectively.

Age.	Percentage of Basic Wage.	Wages Per Week.
(i) Males.		
Under 17 years of age	45	£ s. d. 5 14 6
17 years of age and under 18 years of age	56	7 3 0
18 years of age and under 19 years of age	67	8 11 0
19 years of age and under 20 years of age	79	10 1 6
20 years of age and under 21 years of age	95	12 2 0
(ii) Females.		
Under 18 years of age	83	7 18 6

The calculation of wages pertaining of the above percentages shall be to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(b) The proportion of male employees under the age of 21 years shall not exceed one to three adult male employees classified as general hand.

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 classified as general hand.

PIECEWORK RATES.

30. 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 Excepted Where Otherwise Specified.	
		s. d.	s. d.
Apricots	Cutting and stoning by hand	2 2-161	2 10-867
Peaches	Cutting and stoning unpeeled peaches 2½" and over by hand	..	1 5-432
Peaches	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter	..	1 8-546
Peaches	Cutting and stoning peaches under 2½" in diameter	..	1 11-193
Peaches	Trimming or specking per bucket	..	0 4-357
Peaches	Feeding into peach pitting machine—per thousand	..	3 0-267
Pears (large and medium)	Peeling, cutting and coring (not into water)	..	3 7-583
Pears (small)	Peeling, cutting and coring (not into water)	..	3 11-942
Pears	Feeding into pear preparation machine—per thousand	..	3 1-979
Pears	Trimming or specking—per bucket	..	0 4-357
Quinces	Peeling, cutting and coring by machines	1 6-833	1 6-833
Quinces	Peeling by hand (not topping or tailing)	1 10-102	1 10-102
Quinces	Peeling by hand and topping and tailing	2 4-329	2 4-329
Quinces	Cutting by hand	1 6-833	1 6-833
Quinces	Coring by hand (quarters)	1 6-833	1 6-833
Quinces	Coring by hand (halves)	1 2-163	1 2-163
Quinces	Sorting and picking over machine-cored slices (per bucket)	0 6-535	0 6-535
Tomatoes	Peeling (per bucket) by hand	0 9-493	0 9-493

	Per Tray of Twelve Cans—Open Tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves	0 4-669
Whole	0 2-955
Peaches—grading and placing in No. 2½ cans	0 2-489
Pears—grading and placing in No. 2½ cans	0 3-112
Any other fruits or tomatoes—grading and placing in No. 2½ cans	0 2-489
Asparagus grading and placing in 10-11 oz. cans, 24 tins per tray	0 11-935
14-16 oz. cans, 24 tins per tray	0 8-716
28-30 oz. cans, 15 tins per tray	0 8-716
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles	1 8-389
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles	2 1-059
Pickles—Cutting up vegetables for mustard pickles by knife per cwt.	7 9-551
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt.	6 2-716
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation	23 4-501
Onions—when weighed after the operation per cwt.	31 1-742
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation	18 8-307
Onions—per cwt. when weighed after the operation	24 11-336

Tomato Sauce or Chutney—Preparation for Sale.	Price Per Gross of Ordinary Pint Bottles.	Price Per Gross of Ordinary Quart Bottles.
Class of Work—	s. d.	s. d.
Labelling with one label	1 6-833	1 9-013
Wrapping	0 7-781	0 7-781

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 pieceworker 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.

PART II.

This Part applies to persons employed by the Silvan Fruit Processors in the process, trade, or business of processing and packaging berry fruits.

1. WAGES.		
	Males.	Females.
	Per Hour. <i>s. d.</i>	Per Hour. <i>s. d.</i>
(a) For the first four hours on any start at work on any day	10 5 ¹¹ / ₂₀	7 10 ¹ / ₂₀
(b) Thereafter	13 11 ¹ / ₂	10 5 ¹ / ₂

The above rates are based on the "General hands" rate in clause 2 of Part I., in the case of males and the rate for "General hand with four months' or more experience in the industry" in the same clause in the case of females and are calculated at time and a half on the said rates for the first four hours and double time thereafter.

Clauses, other than clauses 2, 3 and 30 of part I. and clause 1 of part II., of the said Determination shall remain in force.