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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 Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1956.

Dated at Melbourne, this

31st day of October, 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 8 0
2. Assistant jam maker (as defined)	.. .. .	15 18 6
3. Assistant pickle maker	.. .. .	15 18 6
4. Foreman sauce, chutney, pickles or condiment maker (as defined)	.. .. .	15 18 6
5. Fruit preserver (as defined)	.. .. .	15 18 6
6. Fruit crystalliser	.. .. .	15 7 6
7. Candy peel maker-in-charge	.. .. .	15 7 6
8. Assistant fruit preserver	.. .. .	15 0 6
9. Syrup maker, i.e., a person who actually boils the syrup	.. .. .	14 15 6
10. Operators of machines	.. .. .	14 15 6
11. Employee engaged in inspecting fruit fruit for acceptance or rejection	.. .. .	14 14 0
12. Employee in fruit crystallising department other than fruit crystalliser	.. .. .	14 14 0
13. Man-in-charge of and operating retorts (as defined)	.. .. .	14 14 0
14. Employee engaged cooking and/or sterilising corn, vegetable packs, soups, sauce or other kinds of fruit or vegetable	.. .. .	14 14 0
15. Employee feeding into and/or taking away from lacquer machine	.. .. .	14 11 6
16. Employee feeding into and/or taking away from bottle washing machine	.. .. .	14 11 6
17. Employee feeding into, by hand, other machines	.. .. .	14 11 6
18. Employee working amongst piece workers	.. .. .	14 11 6
19. General hand (employee not elsewhere classified)—		
(a) with four months or more experience in the industry	.. .. .	14 6 0
(b) with less than four months' experience in the industry	.. .. .	14 0 0
<i>Dehydration, Evaporation and/or Dried Fruits Section.</i>		
20. Man-in-charge of prunes or tree fruits	.. .. .	15 4 6
21. Man-in-charge of dehydrator	.. .. .	15 1 6
22. Man-in-charge of steam retorts on drying ovens	.. .. .	14 14 0
23. General hands	.. .. .	14 6 0
<i>Storing Section.</i>		
24. Foreman packer in charge of despatch and packing department	.. .. .	15 9 0
25. Foreman packer's assistant	.. .. .	14 17 0
26. Storeman and packer (as defined)	.. .. .	14 11 0
<i>Miscellaneous Section.</i>		
27. Driver of power-driven factory truck	.. .. .	14 14 6
28. Tapper	.. .. .	14 16 6

(b) ADULT FEMALES.

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

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 18 0
17 years of age and under 18 years of age	56	7 6 6
18 years of age and under 19 years of age	67	8 15 6
19 years of age and under 20 years of age	79	10 7 0
20 years of age and under 21 years of age	95	12 9 0
(ii) Females.		
Under 18 years of age	83	8 3 0

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.

PIECESWORK 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 3-189	3 0-215
Peaches	Cutting and stoning unpeeled peaches 2½" and over by hand .. ..	..	1 6-124
Peaches	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter .. ..	..	1 9-361
Peaches	Cutting and stoning peaches under 2½" in diameter .. ..	..	2 0-113
Peaches	Trimming or specking per bucket .. ..	..	0 4-53
Peaches	Feeding into peach pitting machine—per thousand .. ..	..	3 1-706
Pears (large and medium)	Peeling, cutting and coring (not into water) .. ..	..	3 9-312
Pears (small)	Peeling, cutting and coring (not into water) .. ..	..	4 1-844
Pears	Feeding into pear preparation machine—per thousand .. ..	..	3 3-486
Pears	Trimming or specking—per bucket .. ..	..	0 4-53
Quinces	Peeling, cutting and coring by machines	1 7-58	1 7-58
Quinces	Peeling by hand (not topping or tailing)	1 10-979	1 10-979
Quinces	Peeling by hand and topping and tailing	2 5-453	2 5-453
Quinces	Cutting by hand	1 7-58	1 7-58
Quinces	Coring by hand (quarters)	1 7-58	1 7-58
Quinces	Coring by hand (halves)	1 2-725	1 2-725
Quinces	Sorting and picking over machine-cored slices (per bucket)	0 6-794	0 6-794
Tomatoes	Peeling (per bucket) by hand	0 9-87	0 9-87

	Per Tray of Twelve Cans—Open Tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves	0 4-854
Whole	0 3-072
Peaches—grading and placing in No. 2½ cans	0 2-588
Pears—grading and placing in No. 2½ cans	0 3-235
Any other fruits or tomatoes—grading and placing in No. 2½ cans	0 2-588
Asparagus grading and placing in 10-11 oz. cans, 24 tins per tray	1 0-461
14-16 oz. cans, 24 tins per tray	0 9-062
28-30 oz. cans, 15 tins per tray	0 9-062
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles	1 9-198
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles	2 2-053
Pickles—Cutting up vegetables for mustard pickles by knife per cwt.	8 1-263
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt.	6 5-681
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation	24 3-631
Onions—when weighed after the operation per cwt.	32 4-572
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation	19 5-208
Onions—per cwt. when weighed after the operation	25 11-214

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 7-58	1 9-847
Wrapping	0 8-09	0 8-09

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.	Per Hour.
	s. d.	s. d.
(a) For the first four hours on any start at work on any day	10 8 ⁷ / ₁₀	8 0 ²¹ / ₄₀
(b) Thereafter	14 3 ² / ₅	10 8 ⁷ / ₁₀

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.