



VICTORIA GOVERNMENT GAZETTE.

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No. 135]

FRIDAY, MARCH 15.

[1957

Labour and Industry Acts.

DETERMINATION OF THE ANIMAL MANURE BOARD.

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

(b) On the 25th May, 1914, the powers of the Animal Manure Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of the extraction of tallow.

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 persons employed in the process, trade, or business of the manufacture of manure from animal matter," has made the following Determination, namely:—

1. That on the 1st January, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination:

Apprentices or Improvers.			Other Employees.	
	Percentage of Basic Wage.	Wages per Week.		Wages per Week.
		s. d.		s. d.
Under 16 years of age	69	181 6	Carous skimmers	350 6
16 years of age and under 17 years of age	75	197 0	All others	344 6
17 years of age and under 19 years of age	97	255 0		
19 years of age and under 20 years of age	100 plus 18s. 6d.	281 6	Afternoon shift employees shall receive an additional 10 per cent. per week.	
20 years of age and under 21 years of age	100 plus 35s.	298 0	Night shift employees shall receive an additional 10 per cent. per week.	
PROPORTION (by any Employer).				
<i>Apprentices.</i>			Leading hands on afternoon or night shift shall receive an additional 3s. per shift.	
One apprentice to every three or fraction of three workers receiving not less than 344s. 6d. per week.				
An indenture of apprenticeship has been prescribed by the Board.				
<i>Improvers.</i>				
One improver to every four workers receiving not less than 344s. 6d. per week.				

HEAT ALLOWANCE.

3. Any employee required to work in a rendering section artificially heated to more than 18° F. above the outside temperature shall be paid a heat allowance of 6d. per hour or part thereof. Provided that no heat allowance shall be payable if the outside temperature does not exceed 87° F.

Notwithstanding anything herein contained where eight or more melting pots are in operation the allowance of 6d. per hour or part thereof shall be paid for the whole shift.

CASUAL EMPLOYEE.

4. A "casual employee" shall be paid the ordinary rate with the addition of 12½ per centum. For the purpose of this clause a "casual employee" shall mean a person who works less than three full days in any one week.

HOURS OF WORK.

5. The maximum number of hours to be worked, without payment for overtime, shall be—

(a) Day work—

(i) 40 hours per week;

(ii) Not more than 8 hours per day on Monday, Tuesday, Wednesday, Thursday, and Friday between the hours of 7 a.m. and 5.30 p.m.,

Provided that in any week an employee works less than 40 hours in 5 days Monday to Friday (inclusive) he shall if required, work on Saturdays at ordinary rates for not more than 4 hours between the hours of 7 a.m. and 12 noon to complete his full week's work of 40 hours.

(b) Shift work—

(i) 40 hours per week or by mutual agreement between any employer and his employees 80 hours per fortnight, with a maximum of 44 hours in any one week;

(ii) Not more than 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday.

OVERTIME.

6. All time worked in excess of the number of hours prescribed in clause 5 shall be paid for at the rate of time and a half on prevailing rates for the first four hours and double time on prevailing rates thereafter. Such overtime shall be calculated on a daily basis.

HOLIDAYS.

7. All weekly wage employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, Boxing Day, Butchers' Picnic Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

ANNUAL LEAVE.

8. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

SICK LEAVE.

9. (a) Any employee, whose conditions of employment are on a weekly basis as provided for in clause 10 of this Determination, shall lose his pay for the actual time of such non-attendance unless he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to his employer that his non-attendance was due to personal accident or to personal ill-health necessitating such absence.

(b) Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than 40 hours of working time in each year of employment, or a proportionately less time during any shorter period of employment.

(c) If the full period of sick leave as prescribed above is not taken in any one 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. December, 1950, shall be disregarded, provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st December, 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.

TERMS OF ENGAGEMENT.

10. Employment shall be by the week and any employee (other than casual employees as provided for in clause 4) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination; provided that such employee not attending for duty shall, except as provided by clause 9 of this Determination, lose his pay for the actual time of such non-attendance; provided further that this does not interfere with the right of the employer to dismiss an employee at any time without giving reasons and that such employee shall be paid up to the time of dismissal only.

STOPPAGES OF WORK.

11. 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.

TEA MONEY.

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

HANDLING OF CONDEMNED CARCASSES.

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

KNIVES TO BE SUPPLIED.

14. Knives, which shall remain the property of the employer, shall be supplied under the following conditions to carcass skimmers when necessary for the performance of their duties:—

(1) They shall be returned to the employer on termination of the employment.

(2) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

PROTECTIVE CLOTHING.

15. One set of overalls (which shall consist of one shirt and one pair of trousers) shall be supplied by the employer free of cost to all employees and when such set of overalls is unfit for further wear it shall be returned to the employer who shall then replace the overalls: provided that no employee shall receive more than two sets of overalls per year. Suitable protective footwear shall be supplied by the employer free of cost to employees working on a percolator or press in wet or dry rendering. Such articles shall remain the property of the employer.

SPECIAL RATES.

16. Double time on prevailing rates shall be paid for all work done on Sundays and holidays specified in clause 7, or any other day substituted by Act of Parliament or Proclamation.

BOARD OF REFERENCE.

17. 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.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 19th December, 1956.

The following information was obtained from the records of the Department of Health and Human Services, Office of the Assistant Secretary for Health Policy and Statistics, regarding the activities of the National Center for Human Genome Research during the period 1981-1982.

Summary of Activities

The National Center for Human Genome Research was established in 1980 and has since that time been engaged in a variety of activities designed to promote research and education in the field of human genetics.

The Center's primary focus is on the study of the human genome, including the identification and characterization of genes, the study of the structure and function of chromosomes, and the investigation of the role of genetic factors in the development of disease.

In addition to its research activities, the Center is also engaged in a variety of educational and public information activities. These include the development of educational materials for students and the general public, the organization of conferences and seminars, and the dissemination of information through the press and other media.

The following table provides a summary of the Center's activities during the period 1981-1982:

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MONDAY, MARCH 18.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE FACTORY ENGINE DRIVERS BOARD.

IN accordance with the provisions of the Labour and Industry Acts the Factory Engine Drivers Board has made the following amending Determination, namely:—

1. That, as from the beginning of the first pay period to commence on or after the 22nd February, 1957, the Determination made on the 22nd November, 1955, and published in *Government Gazette* No. 70 on the 13th January, 1956, shall be amended as hereinafter prescribed.

2. By deleting from Clause 7 (a), and Clause 13 (c), Clause 13 (f), and Clause 13 (g) wheresoever appearing the expression "in connexion with the operations for which is used the power or steam supplied with the aid of such employee".

A. V. BARNES, J.P., *Chairman.*

J. W. RYAN, *Secretary.*

Melbourne, 6th February, 1957.

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