



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 40]

TUESDAY, MARCH 12.

[1935-

Factories and Shops Acts.

DETERMINATION OF THE MINING ENGINE-DRIVERS BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the occupation of a fireman, boiler attendant, or engine-driver in connexion with a steam engine or steam boiler in or about mines of every kind, has made the following Determination, namely:—

(1) That on the 6th March, 1935, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 48 HOURS.

		Other Employees.	
		Mining District of Gippsland.	All Other Parts of Victoria.
		s. d.	s. d.
Apprentices or Improvers.			
If under 16 years of age	34 0		
16 and under 18 years of age	44 0		
18 and under 19 years of age	54 0		
19 and under 20 years of age	69 0		
20 years of age, minimum rate for class of work done.			
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			
PROPORTION.			
Apprentices.			
One apprentice to every three or fraction of three workers receiving not less than 64s. 6d. per week of 48 hours.			
Improvers.			
One improver to every three workers receiving not less than 64s. 6d. per week of 48 hours.			
Winding and haulage engine-drivers—			
(a) If they sometimes or always raise or lower human beings		94 0	91 0
(b) If they do not raise or lower human beings		88 0	85 0
Winch drivers—			
(a) If working underground in mines, and they raise or lower human beings		84 0	81 0
(b) If working underground in mines, and they do not raise or lower human beings		81 0	78 0
(c) If working on the surface of mines, sinking shafts		78 0	75 0
(d) On dredges		81 0	78 0
All other drivers		81 0	78 0
Firemen—			
(a) Attending one boiler		72 0	69 0
(b) Attending two boilers		73 6	70 6
(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate		75 0	72 0
Greasers		69 0	66 0
All others		67 6	64 6

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

(3) EXTRA RATES.—Extra rates payable, in addition to those mentioned in clause (2) :—

	Per Week Extra. s. d.
Engine-drivers attending to engines, with condenser attached	3 0
Engine-drivers or firemen who also attend an electric generator or dynamo (other than a dynamo for merely lighting the works)	6 0
Engine-drivers or firemen in charge of plant	6 0
When two firemen are employed on the plant at the one time, one shall be a leading fireman and shall be paid	3 0
Greasers, if under the supervision of an engine-driver, they stop and start engines	6 0
Winch drivers hauling up or down shafts where the haul exceeds 150 feet	3 0

Greasers doing engine-drivers' work other than starting and stopping engines under the supervision of an engine-driver, shall be paid engine-drivers' rates.

Any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall be paid whilst so employed, in addition to his ordinary or overtime rate, 9d. per hour extra.

(4) WEEKLY ENGAGEMENT.—(a) Except as hereinafter provided all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees effected. Employment shall be terminated only by a week's notice being given on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause the employer cannot reasonably be held responsible for. Provided that where an employer orders employees not to work on rainy days because of the state of the weather, such order shall not deprive such employees of their claim for payment under the weekly engagement, but if such employees cease work on rainy days without being ordered to do so they shall not be entitled to payment for time so lost.

(b) Any employee, competent to do the work he is engaged to do, who is employed for less than six days from the date he starts work, and is refused work or dismissed without any fault of his own shall be entitled to be paid daily 10 per cent. more than one-sixth of the weekly rate prescribed by this Determination for the work performed by him.

(5) OVERTIME.—The rate of time and a half shall be paid for all work done in excess of eight hours on any one day, Monday to Saturday inclusive, except that in the following cases time and a half shall be paid for all work done :—

(a) In excess of 9 hours 36 minutes on Monday to Friday, inclusive, and for all work done on Saturday when 48 hours are worked during five days of the week.

(b) In excess of 8 hours 45 minutes on Monday to Friday, inclusive, and 4 hours 15 minutes on Saturday when 48 hours are worked in this manner during six days of the week.

In reckoning the time of duty any time necessarily occupied in raising steam, in starting up or closing down engines, or in banking fires, shall be included.

(6) MEAL INTERVAL.—Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 45 minutes nor more than one hour on all working days except Saturday. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

(7) HOLIDAYS.—All employees shall be entitled to the eight holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day, Christmas Day, and Boxing Day.

This shall not affect the right of an employer to require any employee to work on any such day provided that such employee is paid extra rates as set out in clause 8 (Holidays), and in addition, within the same year, he receives another day as a holiday (in lieu of the one mentioned) without deduction of pay.

(8) SPECIAL RATE FOR SUNDAY AND HOLIDAYS.—Except in the case of a continuous process all time on duty on Sundays or holidays as herein prescribed shall be paid for at the rate of time and a quarter: For all work done on Sundays or holidays in a continuous process payment shall be made at the rate of time and a half.

(9) DEFINITIONS.—(a) "Engine-driver" shall mean and include any person who operates or drives any engine or engines, the motive power of which is steam.

(b) "Winding and haulage engine-driver" shall mean and include any person who drives any winding engine or winding machinery, other than a Holman hoist or similar baby hoist or winch as herein defined, by means whereof persons or material are raised or lowered up or down any shaft, vertical or inclined, in any mine or hauled on the surface of any mine, except aerial ropeways.

(c) "Winch driver" shall mean and include an engine-driver in charge of and working a geared winding engine (other than a Holman or similar hoist) with cylinders not more than 8 inches in diameter.

(d) An engine-driver shall be deemed to be "in charge of plant"—

(i) When two or more drivers are employed at the plant at one time, and he is the driver invested with the superintendence and responsibility; or

(ii) When a driver, being the only person of his class employed on the plant, does the general repair work of the plant in addition to the work of engine-driving, but not when he merely assists the fitter or engineer to do such work.

(e) "Continuous process" shall mean and include a process in which the men are usually employed seven days every week for not less than eight hours per day for an unbroken period of not less than one calendar month, although each employee may not work more than six days in the week.

W. W. HARRIS, Chairman.

J. W. RYAN, Secretary.

Melbourne, 19th February, 1935.