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Factories and Shops Acts.

DETERMINATION OF THE SEWAGE DISTRIBUTION BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act 1934* (4275).

NOTE.—This Determination applies to the whole of the State of Victoria.

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the Factories and Shops Acts and in consequence of the provisions contained in a Determination made on the 10th November, 1937, by the Sewage Distribution Board, and published in the *Government Gazette* on the 24th November, 1937, hereby issue an adjusted Determination showing the adjusted wages rates to be paid, as from the beginning of the first pay period to commence in September, 1938, to any person or persons or classes of persons employed:—

- (a) in the process, trade, business, or occupation of distributing sewage from channels;
(b) at or about tanks at sewage treatment works.

(1) WAGES PER WEEK OF 44 HOURS.

	<i>s.</i>	<i>d.</i>
Ganger, i.e., a man in charge of over six men	99	0
Leading waterman	96	0
Leading hand, i.e., a man in charge of from three to six men	90	0
Waterman, i.e., a man who distributes sewage from channels over land	88	0
Groundsman, i.e., a man who prepares ground ahead of a waterman	88	0
Sewage tank attendant	88	0
Man engaged cleaning out channels used for the conveyance of sewage or effluent liquid	88	0
Tide gate attendant, i.e., a man who keeps channels open at sea front	86	0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 4s. and 6s. per week respectively. Any employee who is required to enter and clean out sedimentation and/or digestion tanks shall, in addition to the rates fixed above, be paid at the rate of 9s. per week whilst so engaged.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no person should be taken as an apprentice in the trade.

(2) ORDINARY WEEK'S WORK.—Forty-four hours shall constitute an ordinary week's work to be worked as follows:—

(a) By persons other than shift workers—

Monday to Friday	8 hours between 8 a.m. and 5 p.m.
Saturday	4 hours between 8 a.m. and 12 noon.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total number of hours be increased.

(b) By shift workers—

Day shift	7 a.m. to 3 p.m.
Afternoon shift	3 p.m. to 11 p.m.
Night shift	11 p.m. to 7 a.m.

The number of hours per week for shift workers may be varied by agreement between employer and employee, so that 48 hours may be worked one week and 40 hours the following week, which hours shall be the hours of duty.

(3) OVERTIME.—

(a) Persons other than shift workers—

For all time worked in excess of the number of hours fixed in Clause 2 (a) Time and a half.

(b) Shift workers—

For all time worked outside the hours fixed for shifts in Clause 2 (b) Time and a half.

The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(4) TRAVELLING TIME ALLOWANCE.—The following additional rate shall be paid to any person employed under this Determination—
10d. per day or portion of a day.

Employees of Sewerage Authorities other than the Melbourne and Metropolitan Board of Works are exempted from the provisions of this clause unless they reside more than half a mile from Sewage Treatment Works.

(5) BICYCLE ALLOWANCE.—Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used in the manner directed.

(6) FAILING TO NOTIFY EMPLOYEES.—If any employee on shift work, or any other daily, weekly or nightly work is not informed before he leaves the job at the end of his shift or day that he is not required to work on the next shift, or day, or night, and such employee attends on the next shift, or on the next day or night, and he is not put to any other work, he shall be paid for four hours for that shift, day or night not worked.

Provided that this clause shall not apply in the case of an employee for whom other suitable work is provided.

(7) EMPLOYEE RECALLED TO WORK.—When an employee is recalled to work by direction after leaving the job, or after having completed a full shift or day's work, he shall be paid for a minimum of three hours at the prescribed rates.

(8) WET PLACES.—Any employee who in the course of his duty, is compelled to walk in sewage effluent, or in water more than two inches deep, shall be paid an additional 2s. per week.

Provided that this clause shall not apply in the case of an employee who is provided with efficient waterproof boots by and at the expense of the employer.

(9) WATERPROOF COATS.—Suitable waterproof coats shall be provided by, and at the expense of the employer to employees engaged in work performed in wet weather, and/or wet places.

(10) SICK LEAVE.—Any employee not attending duty shall lose his pay for the actual time of non-attendance, unless he produces or forwards to the management within twenty-four hours of the beginning of his absence, satisfactory evidence that his non-attendance was due to personal ill health, sufficient to incapacitate him for his usual work.

An employee shall not be entitled to payment for non-attendance on the ground of ill health for more than six days in each year.

(11) HOLIDAYS.—All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Labor Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

Provided that if an employee works on any one of such days he shall receive in addition to his ordinary rate of pay for such day, two days holiday in lieu thereof on full pay.

(12) DEFINITION OF YEAR.—For the purpose of this Determination "year" shall mean calendar year.

Melbourne, 9th August, 1938.

F. A. MARZORINI,
Secretary for Labour.