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MONDAY, NOVEMBER 21.

[1938

DETERMINATION OF THE EXCAVATION OR ROADWORK BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 6th May, 1930, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed at—

- (1) the building of wharfs, piers, jetties, or docks,
- (2) the forming of street channels or drains,
- (3) the diversion of streams or rivers.

(1) the construction of street channels or drains,
(2) the diversion of streams or rivers.

but not including persons who may be or are subject to a Determination of the Sewer Builders Board, has made the following Determination, namely :—

(2)

Wages.				Proportion (by any Employer).	
Per hour.				IMPROVERS.	
			s. d.		
Under 18 years of age	..	..	1 4	One improver to every twenty-five or fraction of twenty-five workers receiving not less than the rate fixed in this Determination for "All others."	
18 years of age and under 20	..	..	1 7		
20 years of age and under 21	..	..	1 9		

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

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OTHER EMPLOYEES.

	WAGES.	
	Per hour.	
	s.	d.
Rigger		
Pitcher Setter, Cube Setter, or Pavior		
Splicer of Wire Rope or Hemp Rope		
Weigher of Asphaltic Concrete Mixing Plant		
Bitumen Pourer or Kettle Attendant		
Tunnel Man or Shaft Sinker	2	2½
Timber Man in Tunnel or Shaft		
Powder Monkey		
Man-Hole Builder		
Sinkers in Trenches for storm-water drain		
Finisher in Concrete work		
Pipe Joiner, or Pipe Layer of cast iron or steel pipes, or of cement pipes under internal pressure		
Leading Tackle Hand		
Skid Scoop (Tumbling Tommy)	2	1½
Filler and/or Driver		
Jack Hammer man		
Mixer, Gauger, Spreading or Layer on of Concrete		
Batterman using Batter Rule		
Bituminous-Emulsion Worker		
Boodler in Tunnel		
Person Laying or Tarring Wood Blocks		
Rake Hand on Tar Macadam		
Rake Hand on Asphaltic Concrete		
Sanitary or Garbage Attendant	2	1
Scabber in Tunnel		
Hot Asphaltic Concrete Shoveller; or Forker		
Metal spreader from plates or dumps on road bed		
Spaller; ploughman, Man-hole Builder's Labourer, and Telford pitcher setter		
Filler of Monkey-Tail Scoop		
Setter out of Re-inforcements		
Cold Asphaltic Shoveller or Forker		
Ploughman's Offsider	2	0½
Tipper of Monkey-Tail Scoop		
Slurry Filler		
All Others	1	11½

(3) HOURS.—The hours of work shall be 44 for each week.

(4) SHIFTS.—That the hour of beginning and the hour of ending each shift shall be as follows:—

			Time of Beginning.	Time of Ending.
			Where one shift is worked—	
Monday to Friday	--	(Day shift)	8 a.m.	12 noon
Saturday	--	"	1 p.m.	5 p.m.
			8 a.m.	12 noon
			Where two or three shifts are worked—	
Monday to Saturday	--	(Day shift)	7 a.m.	3 p.m.
		(Afternoon shift)	3 p.m.	11 p.m.
		(Night shift)	11 p.m.	7 a.m.

Any of the above times may be varied or the total weekly hours may be worked from Monday to Friday on the vote of a majority of the employees.

The following rates shall be paid for all time worked by an employee before or after his shift:—

- (a) In cases where the times of beginning and ending the shift have been varied by the vote of a majority of the employees and where the work is done within the hours as so varied Ordinary rates.
- (b) In other cases Time and a quarter for the hour immediately preceding or following the times prescribed, and time and a half for the remainder.

Provided that horse drivers shall be entitled to payment at ordinary rates only for time spent in taking charge of teams at the yard, camp, or stable, or in taking teams therefrom or returning teams thereto.

(5) SPECIAL RATES.—Double time shall be the special rate payable to any person who is required to work on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, and Boxing Day, but ordinary rates only shall be payable to an employee who works on any of these days at his own request. If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(6) WET PAY.—An employee who is required to work in a wet place and who is not provided by the employer with gum boots or oilskins, or both, which will prevent him from getting wet, shall be paid one shilling extra for each day on which he performs any work in such wet place.

A place shall be deemed to be wet when water other than rain is dropping continually from overhead so as to saturate the clothing of the employee if unprotected; or when the water in the place where the employee is standing is over 2 inches deep.

(7) EMPLOYEE RECALLED TO WORK.—Any employee who is recalled to work after the expiration of his customary working time for the day, and after he has left work for the day, shall be paid at the least as for working two hours at overtime rates.

(8) EMPLOYEE NOT REQUIRED ON NEXT SHIFT.—Any employee who is not informed before he leaves the job at the end of his shift that he is not required to work at his next shift, and who is not put to work at the next shift, although he attends, shall be paid in full wages for half that shift not worked, except when such unemployment is due to circumstances beyond the control of the employer. This clause shall apply only where more than one shift is being worked.

(9) **PAYMENT OF WAGES.**—Employees shall be paid their wages in working hours, and if not so paid shall be entitled to be paid at ordinary basic wage rates for the time they have to wait for payment, provided that, if because of circumstances beyond the reasonable control of the employer, he cannot so pay the wages, he shall only be bound to pay them at the earliest time reasonable in the circumstances.

(10) **TIME RECORD.**—(a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee a record from week to week of the periods, times and class of work done and the rates of wage and amounts of wage paid, and shall obtain from week to week the signature of such employee to such record.

(b) The Secretary or Branch Secretary of the Australian Workers' Union or of the Municipal and Shire Council Employee Union or an official of either such Union authorized in writing to that effect by the Secretary or Branch Secretary shall be allowed on any day coming two days after a pay day between 10 a.m. and 12 noon, or at such other time as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information.

(11) **ROTATION OF SHIFTS.**—Where practicable, shifts shall be changed in rotation each week.

(12) **CRIB TIME.**—Where two or more shifts are worked, twenty minutes shall be allowed during each shift for "crib time," without deduction from wages.

(13) **MAXIMUM OVERTIME PERIOD BETWEEN MEALS.**—When overtime is worked by an employee, or any work is performed by an employee on a Sunday, not more than four hours shall be worked without a break for a meal.

(14) **REST PERIOD AFTER OVERTIME DUTY.**—When an employee has been on duty so long as not to have had eight hours at least for rest before his next proper or usual starting time, he shall be entitled to be absent until he has had eight hours off duty.

(15) **WATER FOR ROCK DRILLING BY MACHINE.**—In places where rock-drilling machines are used in tunnels or in shafts over 10 feet deep, the employer shall, where practicable, provide, and the employee shall use, water when drilling rocks by machines. In other rock-drilling places, where practicable and reasonable, water shall be provided and used.

(16) **CLOGS.**—Rakers and shovellers of asphaltic concrete shall be provided, by the employer, with clogs.

(17) **VENTILATION.**—The employer shall install, where necessary, appliances for proper and adequate ventilation of shafts and tunnels.

(18) **WATER.**—Sufficient water for each gang shall be provided by the employer free of charge.

(19) **SANITATION.**—In all camps, where the pan system is not in use, the employer shall install fly-proof sanitary conveniences and provide attention thereto. In shifting camps, practicable and reasonable temporary provision shall be made by the employer.

(20) **CHANGING HOUSE.**—Where required, the employer shall provide on each job a sufficiently roomy enclosed and roofed structure to enable employees to change their clothing.

(21) **FIRST-AID OUTFIT AND STRETCHER.**—The employer shall provide at every job a sufficient first-aid box and a stretcher for the use of sick or injured employees, and shall keep the same always in proper order.

(22) **POWDER-MONKEY'S WORK.**—Where explosives are used, the work of a powder-monkey shall be done only by a man competent for that work.

(23) **TOOLS.**—The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

(24) **PAY DAY.**—Payment of wages due under this Determination shall be made on any day other than Saturday.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO WORK DONE OUTSIDE THE METROPOLITAN DISTRICT AS DEFINED IN THE "FACTORIES AND SHOPS ACTS" AND THE ORDER IN COUNCIL THEREUNDER.

(25) **ERECTING AND SHIFTING CAMP.**—Employees shall be paid at their respective ordinary rates for all time occupied by them during their ordinary hours of duty in erecting or shifting camp and in removing plant and equipment. For such work performed outside the ordinary hours of duty employees shall be paid at overtime rates.

(26) WALKING AND TRAVELLING TIME—

(a) Where the employee has to walk between the yard, camp, depot or picking-up place of the employer and his work, and the distance to be walked is in excess of 1 mile, he shall be paid for each mile of such excess distance at the rate of one-third of the hourly rate provided for "All others."

(b) Where the employee is conveyed between the said yard, camp, depot or picking-up place and the place of work, for all time in excess of twenty minutes each way spent in such conveying he shall be paid at the rate fixed for "All others."

(27) CAMP ALLOWANCE—

(a) Employees who in order to be available for their work have to live in a camp established either by employers or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day in which they are required to hold themselves and do hold themselves available in the camp for work throughout the said day, whether or not work is done thereon, provided that the employer shall not be bound to pay any camping allowance if—

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|--|---|
| (i) the employer provides the employee with a proper mess room and with cooked food thereat | } whether or not the employee avails himself of these facilities. |
| (ii) proper board, at not exceeding 25s. per week, can be obtained by the employee within a reasonable distance from the camp. | |

(b) Nothing in this clause shall entitle the employer to deprive a married man living in the camp with his wife of the camp allowance, unless the employer supplies such an employee with a house at a reasonable rent.

(28) **FARES.**—The fares of an employee proceeding for the first time to work from the place of engagement shall be paid by the employer, who may deduct the amount thereof from his first or later wages.

Provided that the amount so deducted shall be refunded to the employee if he continues to work for the employer for at least two months, or for so long as the work continues should the work cease sooner.

(29) **USE OF TENTS AND CUBICLES.**—When employees have to camp out to be near their work, tents and tent poles or cubicles shall be provided by the employer free of charge.

(30) **STRETCHERS.**—The employer shall supply, free of charge, material for stretchers.

(31) **WOOD AND WATER.**—The employer shall provide at the camp a reasonable quantity of wood and water for all employees living in or about the camp.

(32) **DRYING SHEDS.**—The employer shall provide adequate conveniences for employees to dry their working clothes.

(33) **MESS ROOM.**—The employer shall, if required by the majority of the employees, provide a mess room in a fixed camp containing twenty or more men where the camp is likely to continue for at least six months.

(34) **FIRST AID.**—The employer shall employ a man with first-aid qualification on all works employing 100 or more men, and a person with first-aid knowledge in other circumstances reasonably requiring the same.

(35) **ACCOMPANYING INJURED OR SICK EMPLOYEES.**—No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance to his home or a hospital. All expenses incurred in such patient's removal shall be paid by the employer.

(36) **RETURN OF TOOLS AND TENTS.**—If the employer requires an employee, when discharged or leaving, to take down tents or return tools or tents, he shall pay the employee for the time so occupied at the rate fixed for "all others."

D. BERRIMAN, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 7th day of November, 1938.