



# VICTORIA GOVERNMENT GAZETTE.

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No. 218]

FRIDAY, JUNE 30.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE PLASTER OF PARIS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

(a) making plaster of paris;

(b) excavating or preparing the raw materials for plaster of paris "

has made the following Determination, namely:—

(1) That on the 23rd June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Improvers.	Other Employees.																										
WAGES PER WEEK.	WAGES PER WEEK.																										
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<p>PROPORTION (IN ANY PLACE).</p> <p>One improver to every five or fraction of five workers receiving not less than 92s. per week.</p> <p>Improvers shall be subject to the number of hours per week as fixed for their respective sections.</p>																											

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) HOURS—

(a) *Weekly Hours.*—The ordinary number of working hours per week shall be as follows:—

For persons, other than those employed in gypsum pits .. .. .	44
For persons employed in gypsum pits .. .. .	48

(b) *Daily Hours.*—(i)—Shift workers—A shift shall consist of eight continuous hours, inclusive of a meal break of forty minutes.

(ii) The daily hours for persons employed in gypsum pits shall be eight and three-quarters on Mondays to Fridays inclusive and four and one-quarter on Saturdays.

(iii) The daily hours for employees, other than shift workers and persons employed in gypsum pits, shall be eight on Mondays to Fridays inclusive and four on Saturdays.

(5) TIMES OF BEGINNING AND ENDING WORK.—The time of beginning and ending work for employees, other than those employed in gypsum pits or on shift work shall be—

Time of Beginning.	Time of Ending.
6 a.m. .. .. .	12 noon on Saturday.
6 a.m. .. .. .	5 p.m. on Monday to Friday inclusive.

(6) OVERTIME.—(a) *Shift Workers.*—Any shift worker who works in excess of seven hours twenty minutes in any one day shall be paid at the rate of time and a half for the first two hours and thereafter double time.

(b) *Persons Employed in Gypsum Pits.*—Any person employed in a gypsum pit, who works in excess of eight and three-quarter (8½) hours on Monday to Friday inclusive, or in excess of four and a quarter (4¼) hours on Saturday shall, for such excess work, be paid at the rate of time and a half for the first two hours in any one day, and thereafter double time.

(c) *Other Employees—*

- (i) All work done outside the hours specified as the times of beginning and ending work
- (ii) Any work done within the hours specified as the times of beginning and ending work, in excess of eight (8) hours on Mondays to Fridays inclusive or in excess of four (4) hours on Saturdays
- shall be paid for at the rate of time and a half for the first two hours in any one day, and thereafter double time.

(7) *MEAL MONEY.*—Any employee, except one who is employed in a gypsum pit, who is required to work overtime for more than two hours in any one day, and who has not been notified on the previous day that he would be required to work such overtime, shall, unless provided with a reasonable meal by the employer, be paid an allowance of two shillings.

(8) *TIME WAGES.*—With the exception of—

- (a) Persons, other than gypsum pit managers, employed in gypsum pits (see clause 10), and
- (b) Casual Employees (see clause 9)—

any person who is employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work be paid at ordinary wages rates with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(9) *CASUAL LABOUR.*—Casual employees, i.e., persons employed in the capacity of "all others" at a plaster of paris mill for not more than eight (8) hours during any one week, shall be paid not less than the ordinary wages rate calculated pro rata, according to the number of hours worked.

(10) *PRO RATA PAYMENT.*—Persons, other than gypsum pit managers, who are employed in gypsum pits and who work less than 48 hours in any week, shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(11) *SPECIAL RATES.*—Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day (21st April), Anzac Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(12) *PAYMENT FOR HOLIDAYS.*—All employees shall be entitled to the holidays mentioned in clause (11) without deduction in pay. Any employee absenting himself from work on any portion of the working day preceding a holiday, provided for herein without the permission of the employer or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.

(13) *PAYMENT OF WAGES.*—Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station—

- (a) All payment of wages shall be made on a day not later than Friday in each week.
- (b) Payment of wages shall commence within a quarter of an hour after the usual time of ceasing work on pay day. If the pay is not then available employees shall be paid at the rate of time and a half after that quarter of an hour, with a minimum of a quarter of an hour for the time lost as a result of such delay in payment.

(14) *PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.*—Any employee, other than one employed in a gypsum pit, who has presented himself for work, as requested by the employer or his responsible representative, shall—

- (a) If not engaged, be paid a sum equal to the rate for two hours' work.
- (b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

(15) *TRANSPORT AT NIGHT.*—Any employee, other than one employed in a gypsum pit, who completes his work during the night after trams and other public conveyances have ceased to run, shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

(16) *FACILITIES FOR MAKING TEA.*—The employer shall provide an urn or other heating apparatus for employees, other than those employed in gypsum pits, to heat water for making tea at meal times.

(17) *TERMINATION OF EMPLOYMENT.*—Except where the conduct of an employee justifies instant dismissal one week's notice of termination of employment shall be given by either employer or employee or one week's pay shall be paid or forfeited in lieu thereof.

(18) *CONTAINERS FOR EMPLOYEES CLOTHING.*—Adequate provision of containers for employees to hang their clothes in shall be made by all employers and the containers provided shall be of such construction as to reasonably protect the clothing from dust.

(19) *PROVISION OF RUBBER GUM BOOTS.*—All employers shall provide a pair of rubber gum boots for employees other than those employed in gypsum pits, who are required to clean out settling pits or to work in other wet places.

A. C. TINGATE, P.M., Chairman.

R. DUFFY, Secretary.

Melbourne, 8th June, 1939.



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

No. 219]

FRIDAY, JUNE 30.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE WATCHMEN'S BOARD.

NOTE.—(a) This Determination on the 21st June, 1939, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; the cities of Ballarat, Bendigo and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

(b) Section 225 of the *Factories and Shops Act 1928* (No. 3677) provides that "every person employed as a watchman shall be granted one holiday in every week".

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed in lieu of the Nightwatchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

(1) That on the 21st June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES OR IMPROVERS.

Experience.	Wages per Week of 48 Hours.	Number (by any Employer).
	<i>s. d.</i>	
1st year .. .. .	44 0	One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage per week of 48 hours.
2nd year .. .. .	51 8	
3rd year .. .. .	58 9	
And thereafter the minimum wage.		

### OTHER EMPLOYEES.

Classes of Employees.	Wages per Week of 48 Hours within—	
	The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; and the City of Warrnambool.	The Cities of Ballarat and Bendigo; and the boroughs of Eaglehawk and Sebastopol.
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of .. .. .	<i>s. d.</i>	<i>s. d.</i>
	104 10	101 10
All others .. .. .	92 4	89 4

(3) OVERTIME.—Any time worked in excess of 48 hours in any one week shall be paid for at the rate of time and a half.

(4) EMPLOYMENT FOR LESS THAN FULL WEEK.—(a) Persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a half.

(b) Persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 48 hours, shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(5) SPECIAL RATES.—Time and a half shall be the special rate for all work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day (21st April), Anzac Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) TRAVELLING TIME AND FARES.—Any watchman employed on wharves, ships, &c., away from the Melbourne wharves and Victoria Dock shall be paid for travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement, to and from the place of employment.

(7) EMPLOYEE PROVIDING OWN BICYCLE.—Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

(8) Any watchman called up for duty shall receive at least four hours' pay.

(9) PAYMENT FOR MEAL TIMES.—No deduction shall be made in an employee's time for a meal period unless he is permitted to leave his employer's premises for such meal.

(10) ANNUAL LEAVE.—Any employee who has been in the service of any employer for a period of not less than twelve months shall be granted 12 days holiday, exclusive of the holidays mentioned in clause (5), in each year on full pay and such holiday shall be given within three months after the completion of twelve months service, provided that, for the purposes of this clause, any service prior to the 20th October, 1937, shall not be taken into account.

J. K. McCASKILL, Chairman.

R. DUFFY, Secretary.

Melbourne, 6th June, 1939.