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[1939

Factories and Shops Acts.

DETERMINATION OF THE QUARRY BOARD.

Adjusted pursuant to section 21 of the *Factories and Shops Act* 1934 (No. 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 8th June, 1939, by the Quarry Board, and published in the *Government Gazette* on the 3rd July, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in—

- (1) the process, trade or business of quarrying not including agriculture;
- (2) (a) carting or driving, or assisting in carting or driving in connexion with or incidental to the trade or business of quarrying (not including agriculture);
- (b) the trade of crushing stone.

has made the following determination, namely:—

- (1) The adjusted rates herein shall be paid as from the beginning of the first pay period to commence in December, 1939.
- (2)

Apprentices.	Improvers.	Other Employees.	Day Shift.		Afternoon or Night Shift.		Hours Per Week.
			Wages.		Wages.		
			Per Hour.	Per Week.	Per Hour.	Per Week.	
	CARTING AND DRIVING.		s. d.	s. d.	s. d.	s. d.	
Wages.	Wages.	Powder monkey† ..	2 6 ³ / ₁₁	111 0	3 1 ¹⁰ / ₁₁	139 0	44
Per Week.*	Per Week of 48 Hours.	Assistant powder monkey‡	2 3 ⁹ / ₂₂	100 6	2 10 ⁴ / ₁₁	126 0	44
s. d.	s. d.	Hammerman ..	2 4 ⁷ / ₁₁	105 0	3 0 ³ / ₄₄	132 3	44
1st year .. 31 6	Under 18 years .. 59 0	Dresser of pitchers or cubes or Scabblers	2 2 ⁸ / ₁₁	98 0	2 9 ¹⁵ / ₂₂	123 6	44
2nd „ .. 37 0	18 and under 19 years 67 6	Spaller ..	2 3 ⁶ / ₁₁	101 0	2 10 ¹ / ₁₁	126 6	44
3rd „ .. 42 9	19 „ 20 „ 75 0	Faceman ..	2 2 ⁸ / ₁₁	98 0	2 9 ¹⁵ / ₂₂	123 6	44
And thereafter the minimum wage.	20 „ 21 „ 82 0	Feeder of a stone crushing machine ..	2 2 ⁸ / ₁₁	98 0	2 9 ¹⁵ / ₂₂	123 6	44
	ALL OTHER IMPROVERS.	Dust hole men ..	2 2 ⁸ / ₁₁	98 0	2 9 ¹⁵ / ₂₂	123 6	44
Proportion (within any place).	Wages.	Persons boring holes by hand or machine ..	2 2 ⁸ / ₁₁	98 0	2 9 ¹⁵ / ₂₂	123 6	44
One apprentice to every three or fraction of three workers receiving not less than 89s. per week.	Per Week of 44 Hours.	Blacksmith ..	2 3 ³ / ₁₁	100 0	2 10 ⁵ / ₂₂	125 6	44
s. d.	s. d.	Tool sharpener ..	2 3 ³ / ₁₁	100 0	2 10 ⁵ / ₂₂	125 6	44
1st year .. 46 6	1st year .. 46 6	Carters or drivers driving—	1 11 ¹ / ₄	93 0	2 5 ¹ / ₁₆	116 3	48
2nd „ .. 49 0	2nd „ .. 49 0	One horse ..	2 0 ¹ / ₂	98 0	2 6 ³ / ₈	122 6	48
3rd „ .. 56 0	3rd „ .. 56 0	Two horses ..	2 1 ¹ / ₂	102 0	2 7 ³ / ₄	127 0	48
4th „ .. 67 6	4th „ .. 67 6	Three horses ..	2 2	104 0	2 8 ¹ / ₄	129 0	48
* Apprentices shall be subject to the number of hours per week as fixed for their respective sections.	And thereafter the minimum wage.	Four or five horses ..					
An indenture of apprenticeship prescribed was approved on 6th August, 1923.	Proportion (within any place).	And 6d. extra per day for each additional horse.					
	(A) Where a working crane is in operation for the production of pitchers or building stone:—	Drivers of motor vehicles of the following carrying capacity—					
	One improver to every three or fraction of three workers receiving not less than 101s. per week of 44 hours.	Not exceeding 25 cwt.	1 10 ¹ / ₄	89 0	2 4 ³ / ₈	113 6	48
	(B) Where Spall Quarrying is carried on:—	Exceeding 25 cwt., but not exceeding 3 tons	1 10 ⁹ / ₁₆	90 3	2 4 ¹³ / ₁₆	115 3	48
	One improver to every twenty or fraction of twenty workers receiving not less than 89s. per week of 44 hours.	Exceeding 3 tons ..	1 11 ¹³ / ₁₆	95 3	2 6 ⁷ / ₁₆	121 9	48
		All others ..	2 0 ³ / ₁₁	89 0	2 6 ²⁷ / ₄₄	112 3	44
		† See clause 7 re definition					
		‡ See clause 8 re definition					

Where an employee is working in water, he shall, in addition to the ordinary rate, be paid 1s. per day or portion of a day extra.

(3) SHIFTS—

(a) The hour of beginning and the hour of ending each shift shall be as follows :—

				Where One Shift is Worked.	
				Time of beginning.	Time of ending.
Monday to Friday	..	..	(Day Shift)	8 a.m.	5 p.m.
Saturday	..	..	" "	8 a.m.	12 noon
				Where two shifts are worked.	
Monday to Friday	..	..	(Day Shift)	7 a.m.	3 p.m.
	..	..	(Afternoon Shift)	3 p.m.	11 p.m.
Saturday	..	..	(Day Shift)	7 a.m.	11 a.m.
	..	..	(Afternoon Shift)	11 a.m.	3 p.m.
				Where three shifts are worked.	
Monday to Friday	..	..	(Day Shift)	7 a.m.	3 p.m.
	..	..	(Afternoon Shift)	3 p.m.	11 p.m.
	..	..	(Night Shift)	11 p.m.	7 a.m.
Saturday	..	..	(Day Shift)	7 a.m.	11 a.m.
	..	..	(Afternoon Shift)	11 a.m.	3 p.m.
	..	..	(Night Shift)	3 p.m.	7 p.m.

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 spread of hours of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half.

(4) TIME WAGES.—Any person working on time wages in connexion with stonecrushing plants 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 the ordinary wages rate with an addition of thirty-three and one-third per centum.

(5) SPECIAL RATES.—For all work done on Sunday and the undermentioned holidays the rates shall be :—

Sunday Double time.
 Australia Day, Labour Day, King's Birthday Time and a half.
 New Year's Day, Good Friday, Easter Monday, Anzac Day, Christmas Day and Boxing Day, provided that time and a half only shall be payable in respect of time worked rendered necessary by a breakdown in plant Double time.

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(6) TOOLS AND APPLIANCES.—That any employee on wages rates who is called upon to supply any or all of the following Tools or appliances, viz. :—

Picks, shovels, wheelbarrows, face bars, banker bars, drills, jumpers, dressing hammers, spawling hammers, striking hammers, scabbling picks, or any other tools that may be necessary for the process of quarrying, shall be paid by the employer 3d. per hour in addition to the ordinary rates fixed by this Determination.

(7) POWDER MONKEY.—Powder monkey shall mean a person using or having charge of explosives during any portion of a week.

(8) ASSISTANT POWDER MONKEY.—Assistant powder monkey shall mean a person who assists a powder monkey. Provided that if, in the absence of the powder monkey and/or for any other reason, he carries out the duties of a powder monkey, he shall be paid at the rate fixed for such person.

(9) SANITATION.—Proper sanitary conveniences shall be provided by the employer for the use of employees.

(10) PAYMENT OF WAGES.—An employee kept waiting for his wages on pay day for more than a quarter of an hour after—

(a) the usual time of ceasing work in the case of a person not working overtime, or

(b) his time of ceasing work in the case of a person working overtime,

shall be paid at overtime rates after that quarter of an hour with a minimum of a quarter of an hour.

(11) SHELTER SHEDS.—Shelter sheds, to give reasonable protection to the employees, shall be provided by the employer.

(12) CARRYING OF WORKING TOOLS.—All time occupied by an employee in carrying his working tools—

(a) into or out of the quarry, or

(b) for a greater distance than 100 yards to or from the face of the quarry,

shall be paid for at the rate fixed in this Determination for the class of work usually performed by him.

(13) MEAL INTERVAL.—In places where only one shift is worked, each employee shall have not less than one hour meal interval each day.

(14) EMPLOYEE PRESENTING HIMSELF FOR WORK.—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 having presented himself at the time fixed for commencing work, is not employed, shall be paid for two hours on the basis of his classification. Provided that where an employee becomes entitled to payment as aforesaid, and is employed for part of the shift, he shall not receive payment for more than an ordinary day's work for such shift. The provisions of this clause shall not apply where unemployment is caused by a breakdown in machinery, rain, or conditions brought about by wet weather or other act of God.

To be entitled to the benefit of this provision, an employee (other than a driver of a motor vehicle engaged in delivery) shall have worked the whole or part of his immediately preceding shift.

(15) PRICE-WORK.—The lowest piece-work prices to be paid to persons engaged in the undermentioned work shall be—

				Dressing, Per Hundred.	Knocking Out and Dressing, Per Hundred.
				s. d.	s. d.
Pitchers—					
9 inches wide	× 9 inches deep	× 10 to 14 inches long	..	11 9	20 1
9 "	× 9 "	× 10 " 13 "	..	10 1	18 6
9 "	× 8 "	× 10 " 13 "	..	9 4	17 1
9 "	× 4 to 6 inches deep	× 10 to 14 inches long	..	7 10	15 0
Cubes—					
4½ to 6 inches wide	× 8 to 9 inches deep	× 10 to 14 inches long	..	9 7	17 7
3½ " 6 "	× 7 inches	× 10 " 14 "	..	8 9	15 1
4 " 6 "	× 5 to 6 inches	× 8 " 12 "	..	8 0	13 6

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.

All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

		Knocking Out and Dressing.	
		2½d. per lineal foot.	
Pitcher kerb .. .. .	.. .. .	.. .. .	.. .. .
Kerbing stones—Hammer dressed—			
12 inches deep × 6 inches to 12 inches wide, not exceeding 5 feet in length.	.. .. .	4d.	" "
All radial stone .. .. .	.. .. .	8d.	" "
Building stone up to 12 inches × 12 inches, not exceeding 7 feet in length .. .. .	.. .. .	6d.	" "
All stone over 12 inches × 12 inches, not exceeding the cubical content of 15 cubic feet .. .. .	.. .. .	6d.	per cubic foot.
All stone exceeding the cubical content of 15 cubic feet .. .. .	.. .. .	9d.	" "
		When the material is removed in a Wheelbarrow to a distance of more than 50 yards.	
		Per superficial yard.	In all other cases.
		s. d.	s. d.
Stripping—			
Not exceeding 18 inches in depth .. .. .	.. .. .	2 0	1 11
Exceeding 18 inches, but not exceeding 30 inches in depth .. .. .	.. .. .	2 1	2 0
		Per cubic yard.	Per cubic yard.
		s. d.	s. d.
Exceeding 30 inches in depth .. .. .	.. .. .	2 2½	2 1½
Spalling, but not including spalls produced on the banker from cut stone or pitchers .. .. .	.. .. .	2s. 1½d.	per cubic yard.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 23rd November, 1939.

