



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 115]

TUESDAY, APRIL 9.

[1940

Factories and Shops Acts.

DETERMINATION OF THE TAR AND BITUMEN 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 (other than persons subject to the jurisdiction of the Excavation or Roadwork Board) wheresoever employed in the process, trade, business, or occupation of tar distilling or in the manufacture or preparation of bituminous emulsions, tar distillates, asphaltic concrete, or other road surfacing preparations" has made the following Determination, namely:—

(1) That this Determination shall come into force and be operative on and after the 12th April, 1940.

(2) WAGES PER WEEK OF 44 HOURS.

Improvers.	s. d.	Other Employees.	s. d.
Under 19 years of age	56 0	Bitumen emulsion maker	91 0
19 years and under 20 years	66 0	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used)	91 0
20 years and under 21 years	70 0	Tar distiller and/or maker of pitch (T.I.C. type of plant)	90 0
PROPORTION (IN ANY PLACE).		Tar distiller and/or maker of pitch (other types of plants)	93 0
One improver to every five or fraction of five workers receiving not less than 88s. per week.		Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials	91 0
		All others	88 0

NOTE.—The Board determines that no person shall be employed as an apprentice.

(3) HOURS OF EMPLOYMENT.—The ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each continuously, except for meal hour breaks, at the discretion of the employer, between 6.30 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 6.30 a.m. to noon on Saturday: Provided that, by mutual agreement between an employer and his employees, the spread of hours herein prescribed may be altered, and ordinary hours may be worked on the basis of 88 per fortnight with weeks of 40 hours and 48 hours alternately.

(4) OVERTIME.—For all work done in excess of the ordinary hours (daily or fortnightly) the rate payable shall be time and a half for the first 4 hours work and double time thereafter.

(5) SHIFT WORK.—(a) Employees working on afternoon or night shift shall be paid 1s. per shift or part thereof in addition to the rates prescribed in clause (2).

(b) "Afternoon shift" means any shift finishing between 6 p.m. and midnight.

"Night shift" means any shift finishing between midnight and 8 a.m.

(6) CASUAL LABOUR.—Persons employed for less than two consecutive weeks shall be paid 10 per centum in addition to the rates prescribed in clause (2).

(7) ALLOWANCES.—(a) Persons employed cleaning tar distiller boiler where the artificial temperature is 130° Fahr. or less, shall be paid 4d. per hour in addition to their ordinary wage.

(b) Persons employed cleaning tar distiller boiler where the artificial temperature exceeds 130° Fahr. shall be paid 6d. per hour in addition to their ordinary wage. Where work continues for more than two hours in temperatures exceeding 130° Fahr., employees shall be entitled to twenty minutes rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(8) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sunday, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday and Easter Monday; but 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.

(9) HOLIDAYS AND ANNUAL LEAVE.—Employees shall be entitled to the following public holidays without deduction of pay:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Saturday and Easter Monday. Provided that any person who has been in the service of the same employer for a period of not less than twelve months shall be granted in addition all working days intervening between Christmas Day and New Year's Day. Should his services be terminated before the expiration of twelve months' service, or before the completion of any subsequent year of service, he shall be entitled in lieu of holidays to one day's pay for each two months of service.

(10) SICK LEAVE.—When an employee is disabled by personal ill-health, proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding six days in any year of employment.

(11) MEAL MONEY.—When an employee is required to work overtime in excess of one hour and a half, and has not been given notice accordingly on the previous working day, he shall be allowed an amount of 1s. 6d. for a meal.

(12) GLOVES.—Persons employed handling hot materials, drums of pitch, or corrosive materials shall be provided free of charge with suitable gloves by the employer.

(13) CLEANSING MATERIALS.—A suitable solvent and cotton waste shall be provided by the employer.

(14) RIGHT OF ENTRY OF UNION OFFICIALS.—The Secretary or any other official of the Australian Workers' Union duly authorized in writing by the said union shall not be prevented on production of such authority by any employer from visiting and conversing with employees at meal time or at any other time mutually agreed upon by the employer or his works manager and the said union secretary or other authorized official.

H. L. JACKSON, P.M., Chairman.

J. R. MACPHERSON, Secretary.

Melbourne, 5th March, 1940.