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GOVERNMENT GAZETTE.

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FRIDAY, NOVEMBER 29.

[1940

Factories and Shops Acts.

DETERMINATION OF THE TILE LAYERS BOARD.

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

(b) On the 7th July, 1926, by Order in Council, the Tile Layers Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed laying or fixing faience or majolica on floors, walls, or ceilings, and such power was conferred exclusively on the Bricklayers Board.

(c) On the 7th April, 1937, by Order in Council, the Tile Layers Board was deprived of the power to determine the lowest price or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of fixing acoustic tiles moulded into slab form, and having an earth base, and conferring such power exclusively on the Fibrous Plasterers Board.

[N accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

(1) laying or fixing tiles or mosaic;
(2) laying or fixing glass sheets or pieces, of surface area not exceeding 2½ square feet each, as substitute for tiles;
has made the following Determination, namely:—

(1) That on the 19th November, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices.			Improvers if employed prior to 30th September, 1939. (See Clause 3.)			Other Employees.		
WAGES.			WAGES.			WAGES.		
	Per Week of 44 Hours.			Per Week of 44 Hours.		Per Hour.	Per Week of 44 Hours.	
	s.	d.		s.	d.	s.	d.	s.
1st year	22	6	Under 16 years of age	25	0	Adults	2	10
2nd "	34	0	Between 16 years and 17 years	37	6			12½
3rd "	45	3	" 17 " " 18 "	49	9			8
4th "	62	3	" 18 " " 19 "	62	3			
5th "	79	3	" 19 " " 20 "	74	9			
			" 20 " " 21 "	87	3			
PROPORTION (WITHIN ANY PLACE).			PROPORTION (WITHIN ANY PLACE).					
One apprentice to every three or fraction of three workers receiving not less than 124s. 8d. per week of 44 hours. An indenture of apprenticeship has been prescribed by the Board.			One improver to every three workers receiving not less than 124s. 8d. per week of 44 hours.					

(3) PROHIBITION OF EMPLOYMENT.—The Board has determined that no person under the age of 21 years shall enter the trade except as an apprentice.

Provided that any person employed in the trade as an improver prior to the 30th September, 1939, shall be entitled to be employed, and shall be paid at the rates prescribed in Clause 2 for improvers.

(4) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.		Time of Ending.	
7.30 a.m.	5.30 p.m. on each of the five days in the week.	
7.30 a.m.	12.15 p.m. on the day on which the half-holiday is usually observed.	

(5) OVERTIME.—That the following rates shall be paid for all work done :—

(a) Within the hours fixed in Clause 4 in excess of 44 hours per week—Time and a half for the first two hours and thereafter double time.

(b) Outside the hours fixed in Clause 4—

	On Saturday or the Day on which the Half-holiday is usually Observed.	On the other Working Days of the Week.
Between midnight and 7.30 a.m.	Double time	
.. 12.15 p.m. and 2.15 p.m.	Time and a half	
.. 2.15 p.m. and midnight	Double time	
.. 5.30 p.m. and 7.30 p.m.	Time and a half
.. 7.30 p.m. and 7.30 a.m.	Double time

(6) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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.

(7) SCAFFOLD WORK.—All work performed at a height of over 12 feet above ground or floor level shall be paid for at the rate of 1s. per day in addition to the ordinary rate.

(8) ALLOWANCES.—The following allowances shall be paid :—

(a) For work done within a radius of 10 miles from the "Centre"—

(i) Where transport is not provided by the employer an amount equal to the fare by the most economical means of travel from and to the "Centre" to and from the place of employment.

(ii) When any employee is required during working hours to travel from one place of employment to another place of employment, he shall be paid travelling time at ordinary rates and the additional fares necessarily expended.

(b) For work done outside a radius of 10 miles from the "Centre"—

(i) The fares necessarily expended, and in addition :—

(a) Travelling time at ordinary rates during the ordinary working hours.

(b) 1s. per day or portion of a day for time occupied in travelling any distance over 10 miles but not exceeding 12 miles from the "Centre" outside the ordinary working hours.

(c) Travelling Time (not exceeding 8 hours) for time occupied in travelling any distance over 12 miles from the "Centre" at ordinary rates outside the ordinary working hours.

(ii) Where an employee is unable to return to his home the same night, and suitable board and residence is not provided by the employer, 6s. per day for the first seven days, and thereafter, 30s. per week extra shall be paid.

For the purpose of this Clause "Centre" shall mean the Railway Station, Flinders-street, Melbourne, if the employer's place of business is within 10 miles therefrom, and shall in all other cases mean the employer's place of business.

(9) PAYMENT OF WAGES.—Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than fifteen minutes after the time of ceasing work on Friday. In the event of payment being made more than fifteen minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(10) TIME AND WAGES RECORD.—The employer shall keep a Time Book in which shall be indelibly recorded the name of each worker, the rate of pay, the number of hours worked each week, and the wages and overtime paid each week. Such record shall be open for inspection by the secretary or a duly accredited representative of the Operative Tile Layers' Society.

(11) PIECEWORK.—The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1928*, that any employer may fix and pay piecework prices to any person employed at any work for which this Board has fixed a minimum wage provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions any such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

(12) PERIODICAL ADJUSTMENT OF WAGES.—The wages rate for adults set out in clause (2) is based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rate shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices and improvers, shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (13).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies ..	3 18 0	Melbourne

(13) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in February, 1941, the amount of the basic wage shall be as prescribed in clause (12).

(b) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index Numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's Retail Price Index Numbers" or any like expression means the numbers stated to be such Index Numbers in any document, purporting and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The Index Number set to be applied to a place is that assigned to Melbourne.
- (2) The Index Number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amounts assigned in the following table (or in any extension thereof) to the Index Number [Division comprising that Number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period as prescribed in clause 12.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746	3 0 0	871-882	3 11 0
747-759	3 1 0	883-895	3 12 0
760-771	3 2 0	896-907	3 13 0
772-783	3 3 0	908-919	3 14 0
784-796	3 4 0	920-932	3 15 0
797-808	3 5 0	933-944	3 16 0
809-820	3 6 0	945-956	3 17 0
821-833	3 7 0	957-969	3 18 0
834-845	3 8 0	970-981	3 19 0
846-858	3 9 0	982-993	4 0 0
859-870	3 10 0		

W. DEMPSTER, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 4th November, 1940.

