



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 113]

FRIDAY, APRIL 18.

[1941

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 prices 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.

IN 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 10th April, 1941, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in February, 1941, 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. s. d.			Per Week of 44 Hours. s. d.		Per Hour. s. d.	Per Week of 44 Hours. s. d.				
1st year	23	0	Adults	..	2 10 ^s /11	..	126	8
2nd "	34	9						
3rd "	46	6						
4th "	63	9						
5th "	81	3						
PROPORTION (WITHIN ANY PLACE).			PROPORTION (WITHIN ANY PLACE).									
One apprentice to every three or fraction of three workers receiving not less than 126s. 8d. per week of 44 hours.			One improver to every three workers receiving not less than 126s. 8d. per week of 44 hours.									
An indenture of apprenticeship has been prescribed by the Board.												

(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.—(a) All work performed on a fixed scaffold 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.

(b) Employees working on swing scaffolding shall be paid 6d. per hour extra on their earnings whether hourly or piecework.

(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 eight 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.—Each employer shall keep a book or record showing the name and occupation of each employee, the place of working, the hours worked, and the wages rate or piecework price paid.

Such book or record shall be filled in and signed by the employee each week, and shall be kept by the employer for a period of twelve months at his place of business. During such period it may be inspected during ordinary working hours by the Secretary or a duly accredited representative of the Operative Tile Layers Society provided that three days' notice of intention to make such inspection has been given to the employer.

(11) GENERAL PROVISIONS.—(a) When a tilayer is sent to a job and he is unable to proceed with his work owing to the job not being sufficiently advanced for the work of tiling to be done, he shall be paid at the hourly rate for such lost time.

(b) Should a tilayer be delayed from completing or going on with his work by reason of an insufficient supply of tiles, sand, cement, or other necessary materials, he shall be paid at the hourly rate for lost time incurred thereby.

(c) Where work is situated above or below the ground floor, all materials and water necessary shall be supplied on such floor ready for the tilayer to proceed with his work. Such materials shall not be set down on any floor at a greater distance than 50 feet from the place where work is to be done.

(d) Where work has to be done in houses or buildings which are in occupation, the tilayer shall be paid at the hourly rate by the employer for any time lost on account of his being prevented from starting or ceasing work at the usual time, or for his having to knock off and lose time for any reasonable cause whilst he is working on such occupied premises.

(e) All suitable scaffolding shall be supplied and erected on all jobs for use of the tilayer to carry out his work.

(f) Where the tilayer has to make good any tiling left out or damaged through no fault of his own he shall be paid at the hourly rate for the time employed on such work.

(g) All places where tilayers are to work are to be cleaned up and made in a fit condition before work is commenced.

(h) All measurements are to be taken as full tile measurements.

(12) PIECEWORK PRICES.—That the lowest piecework prices payable to any person engaged in the following kinds of work shall be :—

<i>Floor and Verandah Tiling.</i>	
Each area under 1 square yard . . . . .	.. .. . 6s. per area.
Under three square yards . . . . .	.. .. . 8s. per square yard.
Three square yards or over . . . . .	.. .. . 7s. per square yard.
Loose moravian . . . . .	.. .. . 11s. 6d. per square yard.
Steps of marble, slate, or material other than tiles with tile risers . . . . .	.. .. . 9d. per foot run respectively for each step fixed or riser tiled.
Any step with nosing tread or riser tiles . . . . .	.. .. . 3s. per foot run.

All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than one inch from the finished surface.

PIECEWORK PRICES—continued.

Wall Tiling.

Wall tiling	7s. 6d. per square yard.
Kitchen stove recesses	10s. per square yard.
Splash tiling under 1 square yard to basin and/or bath	10s. per room.
Ceiling or soffits	15s. per square yard.
Liners, beads, coves, and capping	3d. per foot run in addition to full overall measurements.
Where brickwork or concrete has to be cut out to allow recessed fitting to be laid	3s. per fitting.
Soap and toilets with mitre surrounds	3s. each.
Tiled recesses in walls up to 6 in. x 6 in. square	6s. each.
Sills and reveals which occur in isolated cases	9d. per lineal foot in addition to overall measurements.
Architraves and skirting	9d. per lineal foot in addition to overall measurements.
Cutting on the rake to staircase dados	6d. per lineal foot.

In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilelayer on which to start tiling also all walls of this nature to be painted where necessary.

Open Joint Tiling.

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

(a) where joints are bagged	1s. per yard	} in addition to the rates fixed in this schedule for laying and fixing.
(b) where joints are struck	3s. per yard	

(13) **PIECEWORK FIXED BY AN EMPLOYER.**—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 not fixed piecework prices but 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.

(14) **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, and the piecework prices, 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 (15).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies ..	4 0 0	Melbourne

(15) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in May, 1941, the amount of the basic wage shall be as prescribed in clause (14).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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 14.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746	3 0 0	908-919	3 14 0
747-759	3 1 0	920-932	3 15 0
760-771	3 2 0	933-944	3 16 0
772-783	3 3 0	945-956	3 17 0
784-796	3 4 0	957-969	3 18 0
797-808	3 5 0	970-981	3 19 0
809-820	3 6 0	982-993	4 0 0
821-833	3 7 0	994-1006	4 1 0
834-845	3 8 0	1007-1018	4 2 0
846-858	3 9 0	1019-1030	4 3 0
859-870	3 10 0	1031-1043	4 4 0
871-882	3 11 0	1044-1055	4 5 0
883-895	3 12 0	1056-1067	4 6 0
896-907	3 13 0		

W. DEMPSTER, Chairman.

G.F.O. E. PARR, Secretary.

Melbourne, 26th March, 1941.

