



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE BRICK TRADE BOARD.

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

(b) On 21st February, 1911, the powers of the Brick Trade Board were extended so that it might fix "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 sand, lime, or cement brickmaking."

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 brickmaking (including clay-digging)" has made the following Determination, namely:—

(1) That on the 25th June, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.*		Improvers.		Other Employees.		Per Hour.	Wages per week of 44 hours.
WAGES.		WAGES.		FIREBRICKS AND TEXTURE BRICKS.		s. d.	s. d.
	Per week of 44 hours.		Per week of 44 hours.				
	s. d.		s. d.				
1st year's experience	.. 21 8	14 years of age	.. 30 10	Burners .. .. .	..	2 3 ⁹ / ₁₁	102 0
2nd " "	.. 28 5	15 " "	.. 31 11	Crusher attendants who also haul ..	..	2 2 ¹⁵ / ₁₁	98 6
3rd " "	.. 33 6	16 " "	.. 33 9	Crusher attendants who do not haul ..	..	2 2 ² / ₁₁	96 0
		17 " "	.. 38 2	Wet or dry pan attendants who do not haul ..	..	2 3	99 0
		18 " "	.. 46 3	Machine drivers, wire cut attendant, column man, or off bearers from wire cut machine ..	..	2 2 ¹⁵ / ₁₁	98 6
		19 " "	.. 60 11	Hand moulders .. .. .	..	2 4 ⁷ / ₁₁	105 0
		20 " "	.. 63 9	Drawers .. .. .	..	2 3 ¹⁵ / ₁₁	101 6
				Setters .. .. .	..	2 4 ⁷ / ₁₁	105 0
				Facemen working in a clayhole 25 feet or less in depth where explosives are not used ..	..	2 4 ¹⁰ / ₁₁	106 0
				All other facemen .. .. .	..	2 5 ⁵ / ₁₁	108 0
				Wheelers of green or burnt bricks ..	..	2 2 ¹⁵ / ₁₁	98 6
				Clayhole men (employer to provide tools)	..	2 4 ¹⁰ / ₁₁	106 0
				Pressors .. .. .	..	2 2 ¹⁵ / ₁₁	97 6
				Loftmen .. .. .	..	2 2 ⁵ / ₁₁	97 0
				Yardmen and wastemen .. .. .	..	2 2 ⁵ / ₁₁	96 0
				All others .. .. .	..	2 1 ¹ / ₁₁	92 0
				OTHER BRICKS.			
				Burners .. .. .	..	2 3 ⁹ / ₁₁	102 0
				Machine drivers or machine riggers ..	..	2 3 ⁹ / ₁₁	101 0
				Wet or dry pan attendants who do not haul ..	..	2 3	99 0
				Crusher attendants who do not haul ..	..	2 2 ¹⁵ / ₁₁	97 6
				Crusher and wet or dry pan attendants who also haul ..	..	2 4 ¹ / ₁₁	103 0
				Drawers and setters of fancy bricks (other than those employed in Hoffman kilns) ..	..	2 4 ⁴ / ₁₁	104 0
				Other drawers .. .. .	..	2 5 ¹ / ₁₁	106 6
				Other setters .. .. .	..	2 5 ¹ / ₁₁	106 6
				Facemen working in a clayhole 25 feet or less in depth ..	..	2 5 ² / ₁₁	107 0
				All other facemen .. .. .	..	2 6 ⁹ / ₁₁	112 0
				Clayhole men (employer to provide tools)	..	2 4 ¹⁰ / ₁₁	106 0
				Hand moulders, lime grinders, lime crushers, pressors, sand and lime mixers, or silomen ..	..	2 3 ¹⁵ / ₁₁	101 6
				Off-bearers from wire cut machines ..	..	2 2 ¹⁹ / ₁₁	98 6
				Truckers .. .. .	..	2 2 ¹⁹ / ₁₁	98 6
				Adults taking off brick machines ..	..	2 2 ¹⁹ / ₁₁	98 6
				Dampers or kiln cleaners .. .. .	..	2 3 ² / ₁₁	100 0
				Loftmen .. .. .	..	2 2 ⁵ / ₁₁	97 0
				Yardmen and wastemen .. .. .	..	2 2 ⁵ / ₁₁	96 0
				All others .. .. .	..	2 1 ¹ / ₁₁	92 0

* The Board has determined that on and after 21st September, 1938, no person shall be taken as an apprentice.

(3) TIME OF BEGINNING AND ENDING WORK.—For any persons except burners, machine drivers, machine riggers, and pan or crusher attendants—

Time of Beginning.		Time of Ending.	
7 a.m.	..	12 noon	on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m.	..	5.30 p.m.	on each of the other five working days of the week.

(4) SPECIAL RATE.—Burners on night shift shall be paid 5s. per week in addition to the rate mentioned in Clause (2).

(5) OVERTIME.—(a) Any employee who works for any time in excess of the maximum number of hours per week fixed by this Determination shall be paid for such extra time at the rate of time and a half.

(b) Any employee (other than a burner, machine driver, machine rigger, or pan or crusher attendant) who works outside the hours fixed in Clause (3) shall be paid for such time at the rate of time and a half.

(c) All work done by machine drivers, machine riggers, and pan or crusher attendants either before the ordinary starting time and after the ordinary finishing time of the factory shall be paid for at the rate of time and a half irrespective of the number of hours worked.

(6) SUNDAYS AND HOLIDAYS.—Time and a half shall be the special rate for all work done on Sundays, and double time for all work done on New Year's Day, Australia Day (26th January), Labour Day (21st April), Good Friday, Easter Monday, 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.

(7) PAYMENT FOR HOLIDAYS.—All employees shall be granted the holidays mentioned in Clause (6) without deduction of pay.

(8) PAYMENT OF WAGES.—All wages due shall be paid not later than Friday in each week, except where otherwise mutually agreed between employer and employee.

(9) ANNUAL LEAVE.—(a) Any employee who has been in the service of the same employer for a period of not less than twelve months shall be entitled to annual leave, without deduction of pay, for the days intervening between the gazetted days for Boxing Day and New Year's Day.

(b) Any such person who is required to work on any of the intervening days referred to in the preceding sub-clause shall be allowed, at a time suitable to himself and the employer, an equivalent number of days in lieu thereof as holidays without deduction of pay, or shall be paid double time for such days.

(10) TERMINATION OF EMPLOYMENT.—Except when the conduct of an employee justifies instant dismissal or the conduct of the employer justifies an employee ceasing work without giving notice, seven days' notice of termination of employment shall be given by either employee or employer, and any employee or employer failing to give such notice shall be liable to forfeit or pay respectively one week's pay in lieu thereof.

This clause shall not apply to any employee who is employed for less than three months.

(11) MORNING TEA INTERVAL.—A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, such interval shall be arranged by the employer so as to avoid the necessity for a stoppage of operations in the establishment.

(12) ASSISTANCE FOR TRUCKERS.—Persons trucking 75 yards or over shall be supplied with assistance, and any person so assisting shall be paid at truckers rate.

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

(13) The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	2 8½	2 11½	2 7	2 10½
26 to 36 yards	3 0½	3 5	2 11½	3 2½
36 to 46 yards	3 3	3 6½	3 1½	3 5
Over 46 yards	3 9½	4 0½	3 8½	3 11½

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards	3 10½	4 1½	4 2	4 4½
26 to 36 yards	4 3	4 5½	4 6½	4 9
36 to 46 yards	4 5½	4 8	4 8½	4 11½
Over 46 yards	4 11½	5 2½	5 3	5 5½

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets 2s. 6½d. per 1,000 bricks

	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and offbearing to grass hacks	16 1
" " " " in sheds	14 0
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	11 4
" " " " from bowling stool in sheds (where material is placed on the table)	10 5
" " " " fancy bricks and offbearing to hacks or in sheds	16 1
" " " " from bowling stool	14 6
Setting	2 8
Picking blues	20 0

PIECE-WORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

(14) The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piece-work prices to any person employed in fire-brick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

D. BERRIMAN, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 9th June, 1941.