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[1941

Factories and Shops Acts.

DETERMINATION OF THE SEWAGE DISTRIBUTION 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 employed—

- (a) in the process, trade, business, or occupation of distributing sewage from channels;
(b) at or about tanks at sewage treatment works," has made the following Determination, namely:—

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

(2)

WAGES PER WEEK OF 44 HOURS.

	s.	d.
Ganger, i.e., a man in charge of over six men	108	0
Leading waterman	105	0
Leading hand, i.e., a man in charge of from three to six men	100	0
Waterman, i.e., a man who distributes sewage from channels over land	97	0
Groundsman, i.e., a man who prepares ground ahead of a waterman	97	0
Sewage tank attendant	97	0
Man engaged maintaining and cleaning out channels or flumes used for the conveyance of sewage and of drains used for the conveyance of effluent	97	0
Tide gate attendant, i.e., a man who keeps channels open at seafront	95	0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 6s. and 8s. per week respectively.

Any employee who is required to enter and clean out or maintain syphons, sludge bays, digestion tanks, and/or sedimentation tanks, pits or weirs, or grass filtration and/or pasture areas where there are deposits of wet sludge 2 inches or more deep in which he has to work, or to enter sewage distribution channels and clean out wet sludge, shall, in addition to the rates fixed above, be paid at the rate of 9s. per week whilst so engaged.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no person should be taken as an apprentice in the trade.

(3) ORDINARY WEEK'S WORK.—Forty-four hours shall constitute an ordinary week's work to be worked as follows:—

(a) *By persons other than shift workers—*

Monday to Friday	8 hours between 8 a.m. and 5 p.m.
Saturday	4 hours between 8 a.m. and 12 noon.

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 total number of hours be increased.

(b) *By shift workers—*

Day shift	7 a.m. to 3 p.m.
Afternoon shift	3 p.m. to 11 p.m.
Night shift	11 p.m. to 7 a.m.

The number of hours per week for shift workers may be varied by agreement between employer and employee, so that 48 hours may be worked one week and 40 hours the following week, which hours shall be the hours of duty.

(4) OVERTIME.—

(a) *Persons other than shift workers—*

For all time worked in excess of the number of hours fixed in Clause 3 (a) Time and a half.

(b) *Shift workers—*

For all time worked outside the hours fixed for shifts in Clause 3 (b) Time and a half.

The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(5) TRAVELLING TIME ALLOWANCE.—The following additional rate shall be paid to any person employed under this Determination—10d. per day or portion of a day.

Employees of Sewerage Authorities other than the Melbourne and Metropolitan Board of Works are exempted from the provisions of this clause unless they reside more than half a mile from Sewerage Treatment Works.

(6) **BICYCLE ALLOWANCE.**—Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used in the manner directed.

(7) **FAILING TO NOTIFY EMPLOYERS.**—If any employee on shift work, or any other daily, weekly or nightly work is not informed before he leaves the job at the end of his shift or day that he is not required to work on the next shift, or day, or night, and such employee attends on the next shift, or on the next day or night, and he is not put to any other work, he shall be paid for four hours for that shift, day or night not worked.

Provided that this clause shall not apply in the case of an employee for whom other suitable work is provided.

(8) **EMPLOYEE RECALLED TO WORK.**—When an employee is recalled to work by direction after leaving the job, or after having completed a full shift or day's work, he shall be paid for a minimum of three hours at the prescribed rates.

(9) **WET PLACES.**—Any employee who in the course of his duty, is compelled to walk in sewage effluent, or in water more than two inches deep, shall be paid an additional 2s. per week.

Provided that this clause shall not apply in the case of an employee who is provided with efficient waterproof boots by and at the expense of the employer.

(10) **WATERPROOF COATS.**—Suitable waterproof coats shall be provided by, and at the expense of the employer to employees engaged in work performed in wet weather, and/or wet places.

(11) **SICK LEAVE.**—Any employee not attending duty shall lose his pay for the actual time of non-attendance, unless he produces or forwards to the management within twenty-four hours of the beginning of his absence, satisfactory evidence that his non-attendance was due to personal ill health, sufficient to incapacitate him for his usual work.

An employee shall not be entitled to payment for non-attendance on the ground of ill health for more than six days in each year.

(12) **HOLIDAYS.**—All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

Double time shall be the rate for all work done on Good Friday and Christmas Day, and time and a half shall be the rate for all work done on New Year's Day, Labour Day, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, and Boxing Day.

The days following the day observed as Boxing Day up to and inclusive of the 31st December in each year shall be granted as holidays on full pay to all employees. Should any employee work on any of the days referred to in this period or should a rest day of any employee engaged on shift work fall within such period he shall in either case receive within twelve months thereafter a holiday on full pay in lieu of each of such days.

(13) **ANNUAL LEAVE.**—A period of twelve consecutive working days' leave (exclusive of the holidays mentioned in clause 12) shall be allowed annually to all employees after twelve months' continuous service from the 1st July, 1941 (less the period of annual leave).

Provided further that any employee who has had less than twelve months' such service shall be given a term of leave *pro rata* in accordance with his length of service under this Determination, based on one day for each complete month of service.

Annual leave shall be given at a time to be fixed by the employer.

For the purposes of this clause the twelve months' period shall be deemed to commence on the 1st day of July in each year.

(14) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause (2) are 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 rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage.

The basic wage shown hereunder shall be adjusted as prescribed in clause (15).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 4 1 0	Melbourne

(15) **ADJUSTMENT OF BASIC WAGE.**

(a) Until the beginning of the first pay period to commence in August, 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 an August, a November, a February or a May, 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 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 amount 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.

Table.

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

D. GRANT, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 13th June, 1941.