



# VICTORIA GOVERNMENT GAZETTE.

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[1942

Factories and Shops Acts.

## DETERMINATION OF THE CEMENT ARTICLES 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 persons (other than persons under the jurisdiction of the Fibrous Plasterers Board) employed in the trade of making portable articles of cement or concrete," has made the following Determination, namely:—

(1) That on the 2nd April, 1942, the adjusted Determination which came into force from the beginning of the first pay period to commence in February, 1942, shall be revoked and replaced by this Determination.

(2) (a) Apprentices and Improvers.				(b) Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	25 3	0 9	26 0	Moulders on centrifugal or vibrator pipe machines ..	105 0	3 0	108 0
" 17 " " ..	33 9	1 0	34 9	Man operating a machine mixing cement or concrete ..	102 0	3 0	105 0
" 18 " " ..	42 0	1 6	43 6	Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	101 0	3 0	104 0
" 19 " " ..	52 9	1 9	54 6	Repairers or renderers of cement or concrete articles ..	101 0	3 0	104 0
" 20 " " ..	61 0	2 0	63 0	Operator of machine making concrete or cinder-concrete blocks or bricks ..	101 0	3 0	104 0
" 21 " " ..	70 6	2 3	72 9	Crusher feeder or attendant where bricks are crushed ..	100 6	3 0	103 6
				Tile or ridge makers and the takers off of same ..	99 6	3 0	102 6
				Other mixers of cement or concrete ..	99 0	3 0	102 0
				Mould assemblers ..	98 6	3 0	101 6
				Operator of cement sprayer ..	98 6	3 0	101 6
				Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	97 6	3 0	100 6
				Strippers ..	97 6	3 0	100 6
				Pipe tester (i.e., person operating a pump or pressure apparatus)	97 0	3 0	100 0
				Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..	96 6	3 0	99 6
				Where the load carried per man is of a greater average weight than 70 lb.:—			
				(a) Lumpers of cement or concrete articles (in and out of tanks) ..	96 6	3 0	99 6
				(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles ..	96 6	3 0	99 6

PROPORTION (in any Factory or Place).

*Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than 96s. per week of 44 hours.

An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

*Improvers.*

Cement Tilemakers' Section.

Three improvers to four workers ..  
 Four improvers to five or six workers ..  
 Five improvers to seven workers ..  
 Six improvers to eight workers, and thereafter one improver to every two workers ..

} Receiving not less than 96s. per week of 44 hours.

(2).—*continued.*

(a) Apprentices and Improvers.	(b) Other Employees.		
WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.		
—	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
All Other Sections.			
One improver to every three or fraction of three workers receiving not less than 96s. per week of 44 hours.			
Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.			
Truckers or stackers of concrete or cinder-concrete blocks or bricks .. .. .	96 6	3 0	99 6
Wires on drums or mandrils for pipe-making .. .. .	95 6	3 0	98 6
Finisher of pipes made on vibrator .. .. .	94 0	3 0	97 0
All others .. .. .	93 0	3 0	96 0

NOTE :—“ Renderer ” means a skilled employee facing concrete articles with float and trowel.

(3) ALLOWANCES.—The following allowances in addition to the rates provided in clause 2 (b) shall be paid :—

- (a) Lumpers of cement or concrete articles (in and out of tanks) 3d. per hour in respect of such time actually spent in tanks containing water.
- (b) For work done away from the employer's place of business—
  - (i) The fares, exceeding 3d. per day, necessarily expended in going from and to the employee's residence to and from his work.
  - (ii) For work done at a distance from the employer's place of business if the employee is unable to return to his home the same night, 6s. per day extra for the first seven days, and thereafter 30s. per week extra.
- (c) A “ Leading hand ” is one who is directed to control, supervise, and take responsibility for the work performed by two or more employees.  
He shall, for the time so engaged, be paid the rate prescribed for the highest class of work so supervised with the following additions :—
  - (i) where the number of such employees does not exceed five, 6d. a day ;
  - (ii) where the number of such employees exceeds five, 1s. a day.

(4) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
7 a.m. .. .. .	1 p.m. 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.

(5) OVERTIME.—The following rates shall be paid for all work done, except where shifts are worked :—

- (a) (Where the weekly hours are worked in 5 days) in excess of 8½ hours on any day .. .. .
  - (b) (Where the weekly hours are worked in 5½ days) in excess of 8 hours on any day Monday to Friday inclusive or in excess of 4 hours on Saturday .. .. .
  - (c) (Where the weekly hours are worked in 5 days) on Saturday .. .. .
- { Time and a half for first two hours' work in any one day and thereafter double time in that day.  
 { Time and a half for first four hours' worked, and thereafter double time in that day.

(6) SHIFTS.—Where a person is employed on shift work outside the hours of beginning and ending work he shall for each hour while so employed be paid 3d. an hour in addition to above rates.

A shift worker called upon to work overtime in excess of ordinary shift hours shall receive overtime at the rate set out in clause (5).

(7) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 22 hours, as follows :—

- (a) in any week in which two or more public holidays occur .. .. . At the ordinary wages rate, with an addition of eighty per centum ;
- (b) in any other week .. .. . At the ordinary wages rate, with an addition of thirty-eight per centum ;

and for each hour worked beyond the 22 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(8) MIXED FUNCTIONS.—An employee engaged for not less than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

(9) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or 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 be payable only for work done on the day so substituted.

(10) TEA MONEY.—An allowance of 2s. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

(11) TOOLS, BOOTS, ETC.—The employer shall supply the employee with all requisite tools and gloves for the performance of his duties, and when the employee is called upon to work in water he shall be provided with suitable boots and waders.

Where a man's place of work is outside the factory buildings and he is required to carry on such work in the rain, his employer shall furnish him with a waterproof overcoat whilst so employed.

(12) PAYMENT OF WAGES.—Wages shall be paid during working hours.

(13) HEALTH PROVISIONS.—The employer shall provide and maintain in a satisfactory state—

- (a) proper latrine services ;
- (b) suitable change house accommodation with provision for drying clothes ;
- (c) suitable accommodation for employees to have their meals and where the number of employees exceeds twenty, such accommodation shall be partitioned off or otherwise separated from the change house.

(14) **REST PERIOD.**—All employees shall be allowed two rest intervals on each day as follows :—(a) The first of five minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of five minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

(15) **ANNUAL HOLIDAYS—**

(a) Any employee who has been in the service of the same employer for a period of not less than 12 months shall be granted the following holidays on full pay, viz :—Christmas Day, Boxing Day, New Year's Day, and all intervening working days.

(b) Any employee with less than 12 months' continuous service with the same employer at 24th December shall receive holiday pay pro rata to the number of his completed months of continuous service in that year, i.e., calculated as—

$$\frac{\text{Months of continuous service}}{12} \times \text{Amount of holiday pay under sub-clause (a).}$$

(c) Any employee whose services are terminated during the year (prior to 24th December), shall receive 2½ hours' pay in lieu of annual holidays for each completed month of continuous service since the previous 1st January or date of commencing work, whichever is the later.

(16) **RIGHT OF ENTRY OF UNION OFFICIALS.**—For the purpose of interviewing employees on legitimate union business, a duly accredited representative of the Australian Workers' Union shall have the right to enter, during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed.

If any representative is unduly interfering with, or is creating disaffection amongst his employees, or is offensive in his methods, such employer may refuse the right of entry.

(17) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause (2) (b) 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. 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 (18).

*Basic Wage.*

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	£ s. d. 4 3 0	Melbourne

(18) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in May, 1942, the amount of the basic wage shall be as prescribed in clause (17).

(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 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	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		

Any extension of this table must be of the same construction as the table.

C. TURNBULL, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 16th March, 1942.

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1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is essential for ensuring transparency and accountability in the organization's operations.

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