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[1942

Factories and Shops Acts.

DETERMINATION OF THE COAL MINERS BOARD.

NOTE.—This Determination on the 17th August, 1942, applied to the whole of the State.

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 whosoever employed in the business or occupation (other than fireman, boiler attendant, or engine drivers) of mining for coal has made the following Determination, namely:—

(1) That as from the beginning of the pay period to commence on 28th September, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES.

Minors.				Adult Persons.			
Surface Workers.				Surface Workers.			
Age.	Per Day Shift.			All adults—*21s. 8d. per day shift.			
	Wages.	War-time Loading.	Total.				
	s. d.	d.	s. d.	Underground Workers.			
						Per Day Shift.	
						s. d.	
14 years	6 10	3	7 1	Shaft sinkers .. .. .	.. .. .	25	4
15 "	8 6	4	8 10	Timber drawers .. .. .	.. .. .	26	2
16 "	10 3	5	10 8	Shiftmen .. .. .	.. .. .	24	1
17 "	12 5	6	12 11	Platmen .. .. .	.. .. .	24	1
18 "	14 5	7	15 0	Assistant platmen .. .. .	.. .. .	22	9
19 "	16 7	8	17 3	Set runners (riding or walking) .. .. .	.. .. .	23	9
20 "	18 8	9	19 5	Jigmen .. .. .	.. .. .	23	9
				Wheelers (hand wheeling or using one horse) .. .. .	.. .. .	22	9
				Wheelers (using two horses) .. .. .	.. .. .	24	4
				Examiners .. .. .	.. .. .	26	2
				Contract miners' minimum wage .. .. .	.. .. .	24	6
				Miners working on coal .. .. .	.. .. .	24	6
				Persons employed in stone-drives .. .. .	.. .. .	24	1
				Probationary miners .. .. .	.. .. .	24	1
				Machine-men (including assistant) .. .. .	.. .. .	25	10
				Shiftmen acting as examiners .. .. .	.. .. .	25	1
				Ventilation stopping builders .. .. .	.. .. .	24	1
				Ventilation stopping builders' assistants .. .. .	.. .. .	22	9
				Persons not provided for otherwise .. .. .	.. .. .	22	9

* Including 1/- war-time loading.

(3) **SHIFTS.**—That work performed except on a day shift as defined in Clause (16) herein shall be paid for at the rate prescribed for day-shift work, with the addition of $7\frac{1}{2}$ per cent.

(4) **HOURS OF WORK.**—That the ordinary hours of work except as prescribed in Clause (11) herein shall be 80 per fortnight, comprising ten shifts of eight hours each, such hours to be inclusive of 30 minutes each shift for crietime without deduction of pay.

(5) **PAYMENT OF WAGES.**—That wages shall be paid at least once every fortnight, and that not more than one week's pay shall be kept in hand by the employer.

(6) **OVERTIME.**—That overtime shall mean all time on duty outside the hours prescribed as a shift in this Determination. Such hours of duty shall mean from the time a worker descends from the surface until such worker returns to the surface. Overtime shall be paid for at the rate of time and a quarter for the first two hours, and time and a half thereafter. A crietime of 30 minutes without deduction of pay shall be allowed for every four hours of overtime.

(7) **SUNDAY AND HOLIDAY WORK.**—That all work performed on Sundays or holidays shall be paid for at the rate of time and a half. For the purpose of this clause, the expression "holidays" shall mean New Year's Day, Good Friday, Easter Monday, Christmas Day and the following day, and Labour Day. Whenever any of such days falls upon a Sunday, the following Monday shall be a holiday in lieu of such day.

(8) **MIXED FUNCTIONS.**—That where, in any shift, a worker performs for more than half the shift the duties of a higher grade or grades than that in which he is classified, he shall be paid at the rate prescribed for the highest of such grades for the whole shift, provided that, if he is occupied in such higher grade work for not more than half the shift, he shall be paid at a rate not less than that which is equal to the average of the rates prescribed for the grades of work which he is performing.

(9) WET PAY.—That—

- (a) Any surface worker who is required to work in a "wet place" for at least one hour during the shift, if not provided with clothing or footwear so as to protect him from getting wet, shall be paid 1s. extra for such shift, unless the wet conditions occur only in the last two hours of the shift.
- (b) Any underground worker who is required to work in a "wet place" for at least one hour during the shift shall be paid 1s. 3d. extra for such shift, unless the wet conditions occur only in the last two hours of the shift.
- (c) A place shall be deemed to be wet when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep.

(10) PROVISION AGAINST WET WEATHER.—That workers (except those the nature of whose duties ordinarily requires them to work out in the open throughout the shift) who are required to work in the rain, shall be provided as far as practicable with suitable clothing to protect them therefrom.

(11) REDUCTION OF HOURS IN HIGH TEMPERATURES.—That where any person is required to work in any place where the temperatures exceed 79° Fah. dry, and 76° Fah. wet, the hours of work shall not exceed six hours per shift, but the employee shall be paid as though the ordinary hours had been worked on the shift concerned.

(12) EMPLOYEE TO BE NOTIFIED.—That where an employee who has not been notified that he is not required to work the following shift presents himself for work and, though willing to work, is not engaged, he shall be paid at the rate applicable to his grade of work as though he had worked the shift in question. Provided that, in any case where, through circumstances over which the employer has no control, notification is impracticable, this clause shall not operate.

(13) CONTRACT RATES.—That any employer may fix and pay contract rates, provided that any person employed at such contract rates shall receive not less than the wages prescribed in clause (2) of this Determination.

Where any employee is engaged on contract such employee shall receive, in addition to the prescribed contract rates, an allowance of 1s. per day or shift by way of a war-time loading, such allowance of 1s. per day or shift to be paid in accordance with the prescribed contract miners' minimum wage set out in clause (2) herein.

(14) CAVILLING.—That a system of cavilling for coal places shall be adopted in respect of any mine in which work is performed at contract rates. Pursuant to the provisions of Section 164 (1) Act 3677, the Board hereby prescribes the following cavilling rules, viz:—

1. Prior to the quarterly cavil, all working places shall be inspected by the management, with two scrutineers, to be appointed by the workmen. The management and scrutineers shall decide mutually what places are deficient. Places deemed deficient shall not be included in the quarterly cavil, but shall be worked in such manner as the management may determine.
2. All places at each colliery which are going to be worked at the commencement of each quarter shall be cavilled for every three months with the exception of those which may be otherwise arranged for between the management and the employees' representatives. Cavils shall be drawn as arranged by scrutineers appointed by the miners in the presence of the colliery officials. Cavils to be arranged so that the first cavil in each year be drawn previous to the Christmas holidays preceding such cavil.
3. In the event of there being sufficient working places, all miners at each colliery, including those promised work for the commencement of each quarter, shall choose their own mates, and shall notify the person appointed to receive names at least two days before the cavils are drawn. Any man neglecting to mate himself shall be mated by the scrutineers, subject to the approval of the management, and his name included in the ballot with the others.
4. All places that are to be drawn for as specials must be made known by the management in the usual way by posting at the pit mouth one week before the drawing of each quarterly cavil, and such places shall be cavilled for first. In the event of there not being a sufficient number of names given in to fill the whole of the specials, an additional number required shall be drawn from the general cavil. Persons cavilling for special places shall be subject to the approval of the management and two scrutineers appointed by the men.
5. Any man or men finishing his or their place during the currency of a quarter, shall fill the nearest available place (if any) in that district, unless it be stipulated at cavilling that the men finishing such place should occupy another place reserved for such contingency.
6. In the event of any place being stopped and restarted during the currency of a quarter, the miners who cavilled such place shall be the persons to work it, unless they have left the colliery or cavilled a special place in accordance with the rule.
7. In the event of two or more places being stopped at the same time during the currency of a quarter in any district, the men who were working in such places shall cavil for any vacant place or places which have to be filled in the district where they have finished, or in any other district should there not be a sufficient number of vacant places in the district where they finished.
8. If any special place or places be started during the currency of a quarter, applications shall be invited from the miners to fill such place or places, and should there be sufficient applications received, such place or places shall be cavilled for in accordance with the rules of the general cavil. In the event of insufficiency of applications the management shall have the right to nominate names for such cavil from the men at the same colliery, provided the persons nominated are agreeable. Failing this, the management may work the place as they may decide.
9. Miners shall be allowed to exchange places at any time with the consent of the management and of their party, but no exchange shall be allowed between miners who are working their notice or about to leave the colliery. In the event of one man of a party leaving after such an exchange, the man who has exchanged shall return to the original cavil if so required by the management or party.
10. Should any dispute arise with regard to the conditions in which any place has been left, the men cavilled to such place may call in the miners' scrutineers or the two miners working on either side provided they are not cross-mates, to decide the matter, and should they allow any compensation, it may be stopped from the wages of the men who worked in the place last, and paid to the men who cavilled such place. The compensation may be stopped from the miners' wages by the management and paid to the men who cavilled to work such place, on their written order.
11. Any miner leaving the colliery and being re-employed during the currency of a quarter shall work his own cavil with the consent of the miners working such place.
12. No man shall work in another man's cavil, except to open out air-ways or to effect repairs.
13. Where four men cavil a place and it is subsequently found necessary to move two men, the four shall cavil to determine who shall leave the place.

(15) ANNUAL LEAVE.—

- (a) Each employee shall be entitled to annual leave up to but not exceeding eight ordinary working days in each year.
- (b) The period in respect of which payments are to be made under this clause shall be the twelve calendar months terminating on the last day of the first pay period which ends in the month of December in each year.
- (c) One day's leave shall be granted for each thirty-two shifts worked and/or where payment is made for attendance of work.
- (d) If on the last day of the period for which the annual leave has been calculated a part of the immediately preceding thirty-two shifts shall have been completed in the terms of sub-clause (c) of this clause the employee shall be entitled to credit as for thirty-two shifts.
- (e) On the last day worked prior to the commencement of his annual leave each employee shall be paid for the period of leave to which he is entitled under this clause at the prescribed rate for his classification or class of work or, in the case of a contract miner, at the contract miners' minimum wage.
- (f) (i) Annual leave shall be granted during the Christmas period for all employees excepting those who may be required to perform essential services during such period.
(ii) Any employee who performs essential services during the Christmas period shall be granted annual leave by mutual arrangement.
- (g) On termination of his employment other than by dismissal for wilful misconduct an employee shall be entitled to payment for all leave accrued.

(16) DEFINITIONS.—"Probationary miner" shall mean a person who has had less than two years' experience of work at the coal face.

"Day shift" shall mean any shift-commencing not earlier than 6 a.m. and not later than 8 a.m.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 14th October, 1942.

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