VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE CEMENT BOARD.

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

IN accordance with the provision of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(1) Making Portland Cement,
(2) Quarrying or preparing the raw materials therefor,"

has made the following Determination namely:—

(1) That on the 6th February, 1942, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in February, 1942, shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.

—	Cement Works.			Quarries.		
	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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	34 0	2 0	36 0	39 0	2 6	41 6
„ 17 „ „	43 0	2 9	45 9	48 3	3 0	51 3
„ 18 „ „	49 9	3 3	53 0	56 6	3 6	60 0
„ 19 „ „	60 9	4 0	64 9	66 3	4 3	70 6
„ 20 „ „	69 3	4 3	73 6	74 6	4 9	79 3
„ 21 „ „	78 9	5 0	83 9	83 3	5 3	88 6

PROPORTION (in any factory or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

Improvers.

One improver to every five or fraction of five workers receiving not less than the minimum wage.

OTHER EMPLOYEES.

(MALES.)

Cement Works.	Wages per week of 44 hours.					
	Employed Continuously on Day Shift.			Employed Alternately on Two or Three Shifts.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Cement Burners	..	..	..	112 9	6 0	118 9
Testers on Slurry Controls	..	..	..	110 3	6 0	116 3
Millers (new plant)	..	..	..	109 0	6 0	115 0
Millers (old plant)	..	..	..	107 0	6 0	113 0
Fuller Coal Millers (old plant)	..	..	..	109 0	6 0	115 0
Coal Driers (old plant)	..	..	..	109 0	6 0	115 0
Loaders in railway trucks at bagging sheds ..	106 0	6 0	112 0	..	..	..
Machine Bag Fillers	106 0	6 0	112 0	..	..	..
Stackers	98 0	6 0	104 0	..	..	..
Electrostatic Precipitator Attendant (new plant)	..	..	..	107 3	6 0	113 3
Electrostatic Precipitator Attendant (old plant)	..	..	..	102 9	6 0	108 9
Rubber Band Attendants	98 0	6 0	104 0	100 9	6 0	106 9
Slurry Tank Attendants (new plant)	..	..	..	106 9	6 0	112 9
Mammoth Crusher Attendant (new plant) ..	103 0	6 0	109 0	105 9	6 0	111 9
Truck Cleaners	97 0	6 0	103 0	..	..	..
Truck Tarpers	98 0	6 0	104 0	..	..	..
Mill Room Helper	99 3	6 0	105 3	102 0	6 0	108 0
All Others	95 0	6 0	101 0	97 9	6 0	103 9

FEMALES.

Female testers on slurry controls shall be paid 54 per cent. of the gross male rate.

OTHER EMPLOYEES (MALES)—*continued.*

Quarries.	Batesford.						Elsewhere within the Area to which the Determination Applies.		
	Day Shift.			Afternoon or Night Shift.					
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Powder Monkeys ..	114 0	6 0	120 0	119 0	6 0	125 0	107 0	6 0	113 0
Jack Hammermen ..	114 0	6 0	120 0	119 0	6 0	125 0	107 0	6 0	113 0
Platelayers	111 0	6 0	117 0	116 0	6 0	122 0	104 0	6 0	110 0
Bankmen	109 0	6 0	115 0	113 9	6 0	119 9	102 0	6 0	108 0
Underground Drainers ..	138 6	6 0	144 6	139 3	6 0	145 3	..	..	..
Underground Quarrymen ..	117 0	6 0	123 0	117 9	6 0	123 9	..	..	..
Pump Attendants ..	114 0	6 0	120 0	114 9	6 0	120 9	..	..	..
Signal Attendants ..	107 6	6 0	113 6	108 3	6 0	114 3	..	..	..
Levermen	105 0	6 0	111 0	109 6	6 0	115 6	..	..	..
All others	102 0	6 0	108 0	106 6	6 0	112 6	95 0	6 0	101 0

(3) EXTRA RATES.—(*a*) Any person in Cement Works who is employed to re-line kilns or mills or who is required to work in Cement, Clinker, or Slurry Silos, shall be paid 6d. per hour in addition to the ordinary rate.

(*b*) Any person employed as an Underground Quarryman shall, when it becomes necessary for him to work in wet conditions, be paid 1s. per day extra.

(*c*) Any person employed on refractory work on new kilns shall be paid 6s. per week above the minimum wage.

(4) EMPLOYMENT FOR LESS THAN FULL WEEK.—Employees who work less than 44 hours in any week may be paid the ordinary wages rate calculated pro rata according to the number of hours worked.

(5) SHIFTS.—(*a*) The hour of beginning and the hour of ending each shift shall be as follows :—

	Time of beginning not earlier than :—	Time of ending not later than :—
Day Shift	7.30 a.m.	5 p.m.
Afternoon Shift	4 p.m.	2 a.m.
Night Shift	12 midnight.	8 a.m.

When any of the employees performing the work of a tester on slurry controls is a female the hours of beginning and ending shifts may be varied as required after consultation with the employees concerned.

Provided that the hours of work on Saturday in Cement Works for persons employed continuously on day shift shall be as follows .. .. .. 7.30 a.m. 12 noon.

(*b*) The higher rate to be paid for each hour or fraction of an hour worked by an employee, other than an Underground Drainer, before or after his shift, shall be time and a half.

(6) COAL HANDLING.—Persons employed handling coal at siding shall, for the first twenty-four hours of any week, be paid at the rate of 2s. 1½d. per hour, and for each hour thereafter at the rate of 1s. 9¼d. per hour.

For the purpose of this clause the week shall consist of seven days commencing on the particular day on which an employee starts work.

(7) SPECIAL RATES.—Time and a half shall be the rate payable for all work done by persons (other than Underground Drainers), on Sundays, and by all persons on New Year's Day, Australia Day, Labour Day, 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 be payable only for work done on the day so substituted.

(8) ANZAC DAY.—Where the incidence of Anzac Day is such as to prevent an employee from working his ordinary normal hours of work, then he shall be paid for the time so lost.

(9) SICK LEAVE.—Where an employee is disabled by personal ill-health, proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding six days in any year of employment.

(10) ANNUAL LEAVE.—(*a*) A period of six consecutive days' leave on full pay shall be allowed annually to all employees continuously employed on day shift after twelve months' continuous service from the 25th September, 1941 (less the period of annual leave).

(*b*) Annual leave shall be given at a time to be mutually agreed upon between employer and employee.

(*c*) If after six months' continuous service in any qualifying twelve monthly period an employee leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid one-sixth of a week's wages in respect of each completed two months of continuous service.

(*d*) For the purpose of this clause, the twelve months' period shall be deemed to commence on the 25th September in each year.

(11) RIGHT OF ENTRY OF UNION OFFICIALS.—A duly accredited representative of the Australian Worker's Union not more than once a fortnight 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 for the purpose of interviewing employees on legitimate union business.

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

(12) 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 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 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 (13).

BASIC WAGE.

Place.	Basic Wage.	Additional Constant Loading.	Index Number Set Assigned.
	£ s. d.	s. d.	
Within the area to which this Determination applies	4 3 0	6 0	Melbourne

(16) 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 (12).

(*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 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 plus the additional constant loading as prescribed in clause (12).

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
846–858	3 9 0	957–969	3 18 0
859–870	3 10 0	970–981	3 19 0
871–882	3 11 0	982–993	4 0 0
883–895	3 12 0	994–1006	4 1 0
896–907	3 13 0	1007–1018	4 2 0
908–919	3 14 0	1019–1030	4 3 0
920–932	3 15 0	1031–1043	4 4 0
933–944	3 16 0	1044–1055	4 5 0
945–956	3 17 0	1056–1067	4 6 0

D. GRANT, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 22nd January, 1942.

By Authority: H. E. DAW, Government Printer, Melbourne.