



# VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

## DETERMINATION OF THE STONECUTTERS BOARD.

NOTE.—(1) 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 which, since the 20th November, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed—

- (1) in the process, trade, or business of cutting, carving, polishing, or setting marble or stone, or cutting letters therein ;  
(2) in cemeteries—

- (a) Cleaning monuments, headstones, or kerbs,  
(b) Painting letters or drilling holes for lead letters.  
(c) Dismantling or re-erecting monuments, headstones, or kerbs—

has made the following Determination, namely :—

1. That on the 1st September, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WAGES FOR ADULTS OTHER THAN APPRENTICES.

2. The minimum rate of wage for an adult other than an apprentice shall, subject to adjustment under clause 15 of this Determination, be as follows :—

Classification.	Per Hour.	Per Hour.	Per Week.
	44-Hour Week Workers.	40-Hour Week Workers.	
	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
Carver, building .. .. .	3 9 <sup>8</sup> / <sub>11</sub>	4 2 <sup>1</sup> / <sub>10</sub>	8 7 0
Carver, monumental .. .. .	3 5 <sup>4</sup> / <sub>11</sub>	3 9 <sup>3</sup> / <sub>5</sub>	7 12 0
Stonemason .. .. .	3 1 <sup>10</sup> / <sub>11</sub>	3 5 <sup>7</sup> / <sub>10</sub>	6 19 0
Surface operator .. .. .	3 1 <sup>10</sup> / <sub>11</sub>	3 5 <sup>7</sup> / <sub>10</sub>	6 19 0
Letter cutter .. .. .	3 1 <sup>10</sup> / <sub>11</sub>	3 5 <sup>7</sup> / <sub>10</sub>	6 19 0
Lathe machinist .. .. .	3 0 <sup>3</sup> / <sub>11</sub>	3 3 <sup>9</sup> / <sub>10</sub>	6 13 0
Planer machinist .. .. .	3 0 <sup>3</sup> / <sub>11</sub>	3 3 <sup>9</sup> / <sub>10</sub>	6 13 0
Dry grinding machine operator .. .. .	3 0 <sup>3</sup> / <sub>11</sub>	3 3 <sup>9</sup> / <sub>10</sub>	6 13 0
Carborundum machinist on moulding work .. .. .	2 10 <sup>1</sup> / <sub>11</sub>	..	6 5 0
Carborundum machinist on other than moulding work .. .. .	2 10 <sup>1</sup> / <sub>11</sub>	..	6 5 0
Carborundum sawyer .. .. .	2 10 <sup>1</sup> / <sub>11</sub>	..	6 5 0
Polisher (hand) .. .. .	2 10 <sup>1</sup> / <sub>11</sub>	..	6 5 0
Polisher (machine) .. .. .	2 10 <sup>1</sup> / <sub>11</sub>	..	6 5 0
Framo saw machinist .. .. .	2 10 <sup>1</sup> / <sub>11</sub>	..	6 5 0
Man using hand pneumatic tool of 6 lbs. or over or exceeding 1½-inch piston and which is not a drill or grinder .. .. .	6 6 <sup>8</sup> / <sub>11</sub>	..	14 8 0
Person cleaning monuments, headstones, or kerbs .. .. .	2 10 <sup>1</sup> / <sub>11</sub>	..	6 5 0
Person painting letters, or drilling holes for lead letters .. .. .	3 1 <sup>10</sup> / <sub>11</sub>	..	6 19 0
Person dismantling or re-erecting monuments, headstones, or kerbs .. .. .	3 1 <sup>10</sup> / <sub>11</sub>	..	6 19 0
Labourer or assistant .. .. .	2 6	..	5 10 0

Each of the above hourly amounts comprises for 44-hour workers 1s. 7-7/11d. for the adjustable needs basic wage, 1-7/11d. for the constant loading, and the balance as margin for skill, &c., or allowance in lieu of the customary benefits of weekly engagement, and for 40-hour week workers 1s. 9-3/5d. for the adjustable needs basic wage, 1-4/5d. for the constant loading, and the balance as margin for skill, &c., or allowance in lieu of the customary benefits of weekly engagement.

For a leading hand, the stonemason's rate per hour and the following additional rate shall be paid :—

	Per Week.
	<i>s. d.</i>
In charge of not more than five men .. .. .	7 6
In charge of six to ten men .. .. .	12 6
In charge of over ten men .. .. .	15 0

## APPRENTICES AND THEIR RATES.

3. (a) Youths entering the trade of a stonemason shall be indentured (if between 15 and 17 years of age) for a period of five years; if over 17 years of age, for a period of four years.

(b) Youths may be taken on probation for a period not exceeding three months before being apprenticed, and the period of probation shall be treated as part of their term of apprenticeship.

(c) If any employer is unable to fulfil his obligation to an apprentice, he may, with the consent of the Secretary for Labour, transfer the apprentice to another employer, who may take and employ him as an apprentice.

(d) Every apprentice may during the term of his apprenticeship attend at night the classes in masonry or similar subjects (chosen by the employer) provided at a Technical College or School, and the fees actually paid per term shall be refunded by the employer on production of a certificate from the instructor that the apprentice has satisfactorily attended the classes during the school term.

(e) The proportion of apprentices to be employed shall not exceed one apprentice to every three journeymen stonemasons or fraction of three stonemasons receiving not less than the rate for masons for 44 hours or 40 hours as the case may be.

(f) Subject to adjustment under clause 16 hereof, the minimum rates of wage to be paid to apprentices shall be:—

(i) Where an apprentice is indentured for five years:—

				Per Week.	Loading (Constant) Per Week.	Total Wage Payable.
				£ s. d.	s. d.	£ s. d.
1st year	..	..	..	1 7 0	0 6	1 7 6
2nd year	..	..	..	1 17 6	1 0	1 18 6
3rd year	..	..	..	2 9 6	1 0	2 10 6
4th year	..	..	..	3 8 6	1 6	3 10 0
5th year	..	..	..	4 11 0	2 0	4 13 0

(ii) Where an apprentice is indentured for four years:—

				Per Week.	Loading (Constant) Per Week.	Total Wage Payable.
				£ s. d.	s. d.	£ s. d.
1st year	..	..	..	1 12 0	1 0	1 13 0
2nd year	..	..	..	2 4 0	1 0	2 5 0
3rd year	..	..	..	3 4 0	1 6	3 5 6
4th year	..	..	..	4 11 0	2 0	4 13 0

## JUVENILE WORKERS AND THEIR RATES.

4. (a) Subject to adjustment under clause 16 hereof, the minimum rates to be paid to juvenile workers shall be:—

				Per Week.	Loading (Constant) Per Week.	Total Wage Payable.
				£ s. d.	s. d.	£ s. d.
Under 16 years of age	..	..	..	1 2 0	0 6	1 2 6
Over 16 and under 17 years of age	..	..	..	1 11 6	1 0	1 12 6
Over 17 and under 18 years of age	..	..	..	2 1 6	1 0	2 2 6
Over 18 and under 19 years of age	..	..	..	2 13 6	1 6	2 15 0
Over 19 and under 20 years of age	..	..	..	3 7 0	1 6	3 8 6
Over 20 and under 21 years of age	..	..	..	4 1 6	2 0	4 3 6

(b) The proportion of juvenile workers to be employed shall be one juvenile to every four persons or fraction of four persons receiving not less than the rates for adult males other than apprentices.

## HOURS.

5. (a) (i) The hours of duty for carvers, stonemasons (except when engaged in the setting of stone in buildings, or in erecting memorials), letter cutters, apprentices (except when engaged in the setting of stone in buildings or in erecting memorials), planing machine operators, and dry grinding machine operators who are engaged during any week on the working of sandstone and/or granite for more than four hours, shall for that week be 40 per week to be worked between the hours of 7.45 a.m. and 5.15 p.m. from Monday to Friday inclusive (with one hour off for meals).

(ii) The hours of duty for all other employees shall be 44 per week to be worked between the hours of 7.45 a.m. and 5.15 p.m. from Monday to Friday inclusive (with one hour off for meals) and 7.45 a.m. and noon on Saturdays.

(b) Where machinists, polishers, or sawyers are required to work shift-work the hours of duty shall be between 7 a.m. and 11 p.m., provided such hours are worked in two shifts with two sets of men. The first shift shall be from 7 a.m. to 3 p.m. at ordinary rates and the second shift from 3 p.m. to 11 p.m., during which the first three hours shall be paid at ordinary rates and the last five hours at time and a quarter.

(c) All time worked between 11 p.m. and 7 a.m. shall be paid for at double time.

## OVERTIME.

6. All time worked outside the hours mentioned in sub-clause (a) of clause 5 of this Determination and not in accordance with sub-clauses (b) and (c) thereof shall be overtime, and shall be paid for at the rate of time and a half.

## COUNTRY WORK.

7. (a) Every employee on country work on buildings which necessitates his being away from home at night shall be paid 3s. 6d. per day extra, and all fares and travelling time both ways shall also be paid for.

(b) In monumental work the time in travelling shall be paid for at ordinary rates between the usual starting and finishing times from Melbourne, and all fares and reasonable expenses actually incurred shall be paid.

## FARES.

8. All fares actually and reasonably incurred from and to established masonry works as centres or from and to the Melbourne Town Hall as a centre for building work, shall be paid by the employer.

PUBLIC HOLIDAYS.

9. The days upon which New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Cup Day, Christmas Day, and Boxing Day are observed, shall be recognized as holidays.

SUNDAY AND HOLIDAY WORK.

10. All time worked on Sundays and on the public holidays mentioned in clause 9 hereof, shall be paid for at the rate of double time.

TOOLS.

11. (a) The employer shall provide all claw bits and tools for granite and for basaltic stones except mash hammers, squares, pitching tools, and straight-edges up to 4 feet in length. If these tools are not provided, the employer shall pay 1d. per hour additional to the wage rate herein prescribed.

(b) Employers shall sharpen in a proper manner all necessary tools, and provide for the return of same to the masons at intervals of not more than two days. On completion of engagement all tools shall be sharpened or an allowance made in lieu thereof.

BANKER'S SPACE.

12. (a) The space between bankers (not stone to stone) on which masons are working cutting freestone, shall not be less than 4 feet, and on all hardstones not less than 6 feet.

(b) No banker shall be nearer than 15 feet to the cutters of a planing machine or to frame saw or nearer than twenty-five feet to a surfacing machine unless adequate protection by screens is provided.

HOT WATER AND ACCOMMODATION.

13. The employer shall provide hot water and suitable sanitary accommodation. On all works suitable working shelter sheds shall be provided.

DEFINITIONS.

14. (a) "Stonemason". The dressing and/or setting of all kinds of masonry is regarded as masons work, but if no mason be immediately available a competent tradesman may set plain sills, steps, templates, window or door heads.

(b) "Carvers" are those who carve any kind of stonework which does not come within the definition of stonemasonry in sub-clause (a) hereof, for the decoration of buildings or other stonework, from a model or freehand design.

(c) "Lettercutters" are those who mark out, cut or finish letters in any kind of stone.

(d) "Polishers" are those who do all gritting, facing or polishing necessary on trachyte, granite, marble, terazzo, or other similar stones or compositions.

(e) "Foreman" is a man placed in charge of at least three adult workers under this Determination and who supervises the execution and output of work.

(f) "Assistant" means a labourer engaged and/or employed in the monumental industry.

(g) "Juvenile worker" means a person under 21 years of age engaged in the stonecutting industry but not as a stonecutter.

(h) "Monumental". The term monumental shall mean pertaining to public memorials or monuments erected in cemeteries or churches.

(i) "Frame saw machinists" are men who fix the blades and superintend the correct cutting of the stone.

(j) "Carborundum machinists" are men who operate high speed carborundum machines. "Carborundum machinist on moulding work" shall mean the machinist on a carborundum machine where the carborundum machine used is cut to a shape and is not a square wheel.

(k) "Lathe machinists" are men operating any power-driven lathe or turning machine except when polishing.

(l) "Planer machinists" are men engaged operating any planer machine for the dressing of stone work.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wage 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 wage rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage.

The originally prescribed amounts of the rates for apprentices and juvenile workers (as shown in Table B. hereunder) shall be adjusted proportionately to the difference between 72s. and the amount of the "Commonwealth Statisticians All Items Retail Price Index Numbers," basic wage equivalent per week at the time any change is made pursuant to this clause. Provided that fractions of 6d. in the result of the calculation of the amounts of the change in the rates for apprentices and juvenile workers are to be disregarded.

The basic wage hereunder shall be adjusted as prescribed in clause 16.

Basic Wage.

	Basic Wage.	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 4 12 0	s. d. 6 0	£ s. d. 4 18 0	Melbourne

ADJUSTMENT CLAUSE.

16. (a) For work done before the beginning of the first pay period to commence in February, 1945, the amounts of the rates to be paid to adults other than apprentices shall be those set out in clause 2 hereof.

(b) For work done during each future period of six months beginning with the first pay period to commence in a February or an August, the amounts of the said rates shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statisticians "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 on behalf of the Commonwealth Statistician.

(i) The index number for Melbourne is to be applied.

(ii) The index number for the half-year ending the 30th day of June or the 31st day of December next preceding the period of six months for which the adjustment is made is to be ascertained.

(iii) The amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(iv) That assigned amount shall for work done during such period of six months be added to or deducted from the originally prescribed amounts of the rates in accordance with that table.

(v) The division called original in the following table is that for the needs basic wage upon which the rates are to be deemed to have been originally prescribed.

Table A.

Original index number division 1130-1141.

Index Number Divisions for Deductions.	Amounts of Addition or Deduction.			Index Number Divisions for Additions.
	Hourly Rates—		Weekly Rates.	
	44 Hours.	40 Hours.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1130-1141	nil	nil	nil	1130-1141
1118-1129	0 0 <sup>3</sup> / <sub>11</sub>	0 0 <sup>3</sup> / <sub>10</sub>	1 0	1142-1154
1105-1117	0 0 <sup>9</sup> / <sub>11</sub>	0 0 <sup>9</sup> / <sub>10</sub>	2 0	1155-1166
1093-1104	0 0 <sup>9</sup> / <sub>11</sub>	0 0 <sup>9</sup> / <sub>10</sub>	3 0	1167-1179
1081-1092	0 1 <sup>1</sup> / <sub>11</sub>	0 1 <sup>3</sup> / <sub>10</sub>	4 0	1180-1191
1068-1080	0 1 <sup>4</sup> / <sub>11</sub>	0 1 <sup>6</sup> / <sub>10</sub>	5 0	1192-1203

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

Table B.

Originally prescribed amounts of the rates for apprentices and juvenile workers.

(i) APPRENTICES.

Five-year term—		Per Week.
		<i>£ s. d.</i>
First year	.. .. .	1 0 0
Second year	.. .. .	1 8 0
Third year	.. .. .	1 17 0
Fourth year	.. .. .	2 11 0
Fifth year	.. .. .	3 8 0

} +5%

Four-year term—		Per Week.
		<i>£ s. d.</i>
First year	.. .. .	1 4 0
Second year	.. .. .	1 13 0
Third year	.. .. .	2 8 0
Fourth year	.. .. .	3 8 0

} +5%

(ii) JUVENILE WORKERS.

		Per Week.
		<i>£ s. d.</i>
Under 16 years of age	.. .. .	0 16 6
Over 16 and under 17 years of age	.. .. .	1 3 6
Over 17 and under 18 years of age	.. .. .	1 11 0
Over 18 and under 19 years of age	.. .. .	2 0 0
Over 19 and under 20 years of age	.. .. .	2 10 0
Over 20 and under 21 years of age	.. .. .	3 1 0

} +5%

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

J. W. RYAN, Secretary.

Melbourne, 6th September, 1944.