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Factories and Shops Acts.

DETERMINATION OF THE WHARFS AND JETTIES 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, which since the 10th November, 1927, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of constructing or demolishing wooden or concrete wharfs, piers, or jetties," has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

Wages.				PROPORTION (in any place).
—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age .. ..	36 0	2 0	38 0	<p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 118s. per week of 44 hours.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>Three improvers to every four or fraction of four workers receiving not less than 118s. per week of 44 hours.</p>
" 17 " " " .. ..	46 6	2 6	49 0	
" 18 " " " .. ..	56 9	3 0	59 9	
" 19 " " " .. ..	71 3	3 9	75 0	
" 20 " " " .. ..	82 3	4 6	87 0	
" 21 " " " .. ..	96 0	5 3	101 3	

OTHER EMPLOYEES.

—	WAGES.					
	Day Work.			Where Two Shifts are Worked.		
	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>
Foreman .. ..	146 3	6 0	152 3	151 3	6 0	157 3
Leading hand, i.e., a person in charge of not less than—						
(a) three nor more than ten employees .. ..	140 3	6 0	146 3	145 3	6 0	151 3
(b) eleven nor more than fifteen employees .. ..	143 3	6 0	149 3	148 3	6 0	154 3
Pile-driver .. ..	137 3	6 0	143 3	142 3	6 0	148 3
Pile-driver's offsider .. ..	120 0	6 0	126 0	125 0	6 0	131 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways .. ..	134 3	6 0	140 3	139 3	6 0	145 3

OTHER EMPLOYEES—continued.

	WAGES.					
	Day Work.			Where Two Shifts are Worked.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Oxy acetylene burner on demolition work .. ..	<i>s. d.</i> 134 3	<i>s. d.</i> 6 0	<i>s. d.</i> 140 3	<i>s. d.</i> 139 3	<i>s. d.</i> 6 0	<i>s. d.</i> 145 3
Saw sharpener .. ..	133 6	6 0	139 6	138 6	6 0	144 6
Machine borer .. ..	120 0	6 0	126 0	125 0	6 0	131 0
Cleater .. ..	} 117 0	6 0	123 0	122 0	6 0	128 0
Cradler or squarer .. ..						
Hand borer .. ..	} 115 0	6 0	121 0	120 0	6 0	126 0
Wharf carpenter's assistant .. ..						
Dumper .. ..	112 6	6 0	118 6	117 6	6 0	123 6
Other demolition workers .. ..	112 0	6 0	118 0	117 0	6 0	123 0
All others .. ..						
CONCRETE WORK.						
Pneumatic pick user or jack hammer-man .. ..	118 0	6 0	124 0	123 0	6 0	129 0
Concrete floater .. ..	117 0	6 0	123 0	122 0	6 0	128 0
Mixer operator .. ..	117 0	6 0	123 0	122 0	6 0	128 0
Men filling moulds .. ..	} 115 0	6 0	121 0	120 0	6 0	126 0
Gaugers, i.e., persons filling gauged barrows or boxes .. ..						
Other mixers .. ..	} 112 0	6 0	118 0	117 0	6 0	123 0
Men employed on reinforcements .. ..						
Barrowmen or general labourers .. ..						

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 44.

TERMS OF ENGAGEMENT.

4. (a) Engagement may be by the week or by the hour. If by the week it shall be terminable on either side by a week's notice, which may be made to expire at any time during a week of the employment.

Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled to payment in respect of wages only up to such time of dismissal.

(b) If engagement is by the hour, the rates of wages shall be increased by 10s. per week to cover payment for holidays and sick leave, but such amount shall not be taken into consideration when computing overtime, Sunday and holiday rates.

TIME OF BEGINNING AND ENDING WORK.

5. (a) The spread of hours shall be as follows:—

Day work—			Time of Beginning.		Time of Ending.
Monday to Friday .. ..	.. ..	.. ..	7 a.m.	.. ..	5 p.m.
Saturday .. ..	.. ..	.. ..	7 a.m.	.. ..	11.45 a.m.
Where two shifts are worked—					
Monday to Saturday (day shift) .. ..	.. ..	.. ..	6.30 a.m.	.. ..	2.30 p.m.
.. .. (afternoon shift) .. ..	.. ..	.. ..	2.30 p.m.	.. ..	10.30 p.m.

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 length of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half for the first two hours, and thereafter double time.

FARE ALLOWANCE.

6. In addition to the amounts otherwise prescribed, an employee shall be paid an amount of 2s. 6d. per week as a fare allowance.

HOLIDAYS.

7. (a) An hourly employee shall be entitled to receive the following holidays without pay:—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 day so substituted shall be observed.

(b) An employee on weekly engagement shall be entitled to the above-mentioned holidays without deduction of pay.

HOLIDAYS AND SUNDAY WORK.

8. All time worked on Sundays or on any of the holidays prescribed herein shall be paid for at the rate of double time.

"Rate of double time" for weekly employees shall mean as to the holidays set out an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

SPECIAL RATES.

Confined Spaces.

9. (a) Working in confined space (as defined), 3d. per hour extra.

Confined space means a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation.

*Dirty Work.*

(b) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature—1½d. per hour extra.

In case of disagreement between the foreman and workman, the workman, or a shop steward on his behalf, shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer, if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such cases a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else he said allowance shall be paid.

*Special Rates not Cumulative.*

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

**SICK LEAVE.**

10 (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than forty-four hours of working time in each year of service.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 132 hours of working time which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

**ANNUAL HOLIDAY.**

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

**WET WORK RATE.**

12. Men who in the ordinary course of their work are—

- (i) Wetted from feet to knees . . . . . } shall be paid 1s. per day or portion of a day extra, irrespective of whether rubber boots are worn or not.
- (ii) Working on rafting or staging awash . . . . . }

**CRIB TIME.**

13. A period of twenty-five minutes shall be allowed to shift workers for crib time, without deduction of pay.

**MEAL ALLOWANCE.**

14. An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 2s., or if the work extends into a second meal hour 4s. for the two meals, but such payment need not be made to employees living in the same locality as their work and who can reasonably return home for meals.

**LIVING ALLOWANCE.**

15. Where employment necessitates the absence of an employee from his usual place of residence for more than a period of 24 hours he shall be entitled to an allowance at the rate of 25s. per week.

**TEA BREAK.**

16. A tea break of ten minutes' duration on each day or shift to be counted as time worked shall be allowed employees without deduction of pay. The employer shall fix the time of the tea break and shall provide the necessary labour to brew the tea at the commencement of the tea break.

**HOT WATER.**

17: The employer shall make provision where practicable for the supply of hot water during meal hours.

**CHANGING TIME.**

18. When an employee, in the course of his work, falls or is knocked into water, not more than one hour without deduction of pay shall be allowed to enable him to change into dry clothing.

**MIXED FUNCTIONS.**

19. Where an employee is required to do, and does on any one day for a time exceeding four hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

**PERIODICAL ADJUSTMENT OF WAGES.**

20. The wages rates set out in clause 2 are based upon the following basic wage and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 21. 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.

*Basic Wage.*

Place.	Needs Basic Wage. (Adjustable)	Landing (Constant).	Total Basic Wage.	Index Number Set Assigned.
Throughout the State . . . . .	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

21. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in clause 20.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method namely, by multiplying the last published Commonwealth Statistician's "All Items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 23rd December, 1946.