



VICTORIA GOVERNMENT GAZETTE.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE BRICKLAYERS BOARD.

NOTE.—(1) This Determination applies to the whole of the State of Victoria.

(2) On the 7th July, 1926, the power to determine the lowest prices or rates which may be paid to any persons employed laying or fixing faience or majolica on floors, walls, or ceilings, was taken from the Tilelayers Board and conferred exclusively on the Bricklayers Board.

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 (other than labourers) wheresoever employed in the process, trade or business of a bricklayer," has made the following Determination, namely:—

- (i) That as from the operative date as prescribed in paragraph (ii) hereof, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- (ii) (a) Part I. hereof shall operate from the beginning of the first pay period to commence on or after the 1st December, 1946, and shall continue in force whilst the Building Trades of Victoria Award of the Commonwealth Court of Conciliation and Arbitration remains in force.
If and when the provisions of this Part cease to apply by virtue of the limitation prescribed in the previous paragraph, all employees covered by the said provisions will automatically be subject to the provisions of Part II. hereof.
- (b) Part II. and Part III. hereof shall operate from the beginning of the first pay period to commence on or after the 1st December, 1946.

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

2.

* WAGES.

Until the beginning of the first pay period to commence on or after the 1st February, 1947:—

(a) Apprentices.—PER WEEK OF 44 HOURS.				Improvers.—PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	28 6	1 0	29 6	1st six months	23 9	1 0	24 9
2nd year	43 3	1 6	44 9	2nd six months	34 6	1 6	36 0
3rd year	69 9	2 6	72 3	2nd year	49 9	2 0	51 9
4th year	78 3	3 0	81 3	3rd year	80 9	3 0	83 9
5th year	97 6	3 6	101 0	4th year	103 9	4 0	107 9
				5th year	120 3	4 6	124 6

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 163s. 6d. per week of 44 hours.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 163s. 6d. per week of 44 hours.

From the beginning of the first pay period to commence on or after the 1st February, 1947:—

(a) Apprentices.—PER WEEK OF 44 HOURS.				Improvers.—PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	28 9	1 0	29 9	1st six months	24 0	1 0	25 0
2nd year	43 9	1 6	45 3	2nd six months	34 9	1 6	36 3
3rd year	70 6	2 6	73 0	2nd year	50 3	2 0	52 3
4th year	79 0	3 0	82 0	3rd year	81 6	3 0	84 6
5th year	98 6	3 6	102 0	4th year	104 9	4 0	108 9
				5th year	121 3	4 6	125 9

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 16s. 6d. per week of 44 hours.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 16s. 6d. per week of 44 hours.

	(b) Other Employees.—PER WEEK OF 44 HOURS.			
	Until the beginning of the first pay period to commence on or after the 1st February 1947.		Thereafter	
	Per Week.	Per Hour.	Per Week.	Per Hour.
	s. d.	s. d.	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees Provided that in every case, a foreman bricklayer shall receive not less than 2½d. per hour in excess of the highest rate prescribed for any employee working under the control of such foreman.	171 1	3 10 ²³ / ₄₄	172 1	3 10 ¹¹ / ₄₄
(2) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—				
(a) Where the temperature does not exceed 140° Fahrenheit	187 7	4 3 ⁷ / ₄₄	188 7	4 3 ¹³ / ₄₄
(b) Where the temperature exceeds 140° Fahrenheit	203 2	4 7 ⁹ / ₂₂	204 2	4 7 ¹⁵ / ₂₂
(3) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—				
(a) Where the temperature does not exceed 140° Fahrenheit	187 7	4 3 ⁷ / ₄₄	188 7	4 3 ¹³ / ₄₄
(b) Where the temperature exceeds 140° Fahrenheit	203 2	4 7 ⁹ / ₂₂	204 2	4 7 ¹⁵ / ₂₂
(4) Bricklayers employed on all new firework, construction of stills, towers, and acid resisting brickwork, and all work pertaining thereto other than repairs to same	171 1	3 10 ²³ / ₄₄	172 1	3 10 ¹¹ / ₄₄
(5) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid resisting brickwork	203 2	4 7 ⁹ / ₂₂	204 2	4 7 ¹⁵ / ₂₂
(6) Bricklayers laying glass bricks	163 6	3 8 ¹³ / ₂₂	164 6	3 8 ¹⁹ / ₂₂
(7) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	168 10	3 10 ¹ / ₂₂	169 10	3 10 ⁷ / ₂₂
(8) All other bricklayers	163 6	3 8 ¹³ / ₂₂	164 6	3 8 ¹⁹ / ₂₂
(9) Persons employed laying or fixing faience or majolica on floors, walls, or ceiling	163 6	3 8 ¹³ / ₂₂	164 6	3 8 ¹⁹ / ₂₂
Persons employed building chimney stacks shall be paid— Over 50 feet to 100 feet, 1s. 0½d. per day extra. And for every additional 50 feet or fraction thereof, 1s. 0½d. per day extra.				

* NOTE.—Section 151 Act 3877 reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

DIRTY WORK.

3. Bricklayers employed at work as described in clause 2 (b), classifications (2), (3), (5), and (7), which is of an unusually dirty nature shall be allowed 10 minutes as washing time on completion of each day's work.

WORKING IN EXCESSIVE HEAT.

4. When a bricklayer in the last two hours of his day's work is working in artificial heat exceeding 140° Fab. he shall be allowed ten minutes of working time in which to cool off.

HOURS.

5. The ordinary hours shall be 44 per week to be worked in five or five and a half days, the daily hours being respectively 8 hours 48 minutes Monday to Friday inclusive or 8 hours Monday to Friday inclusive and 4 hours on Saturday between the hours of 7.30 a.m. and 5.30 p.m. Monday to Friday inclusive and 7.30 a.m. to 12 noon on Saturday. The lunch break shall not be less than 42 minutes.

OVERTIME.

6. (a) Persons employed on sewerage work, drainage work, or underground work not connected with building construction, shall be paid:—

For work done in excess of 44 hours in any week Time and a half.

(b) Persons employed on any other work shall be paid:—

For work done within the hours fixed as the time of beginning and ending work—

(i) In excess of 4 hours on the day on which the half-holiday is usually observed and 8 hours

 on the other working days of the week Time and a half.

(ii) In excess of 44 hours in any week Time and a half.

For work done on the weekly half-holiday after 12 noon Double time.

For work done on the other working days of the week—

 Between the time of ending work as prescribed in clause 5 and 8 p.m. Time and a half.

 Between 8 p.m. and midnight Double time.

 Between midnight and the time of commencing work as prescribed in clause 5 Double time.

INCLEMENT WEATHER.

7. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.
- (ii) That weather shall not be regarded as inclement for the purposes of this clause unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.
- (iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.
- (iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.
- (v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

8. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

	<i>s.</i>	<i>d.</i>
Up to and including 12 miles	2	0
Over 12 miles and including 20 miles	2	6
Over 20 miles and including 30 miles	3	0

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 9 (a) of this Part or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

9. (a) When distance and/or travelling facilities reasonably prevent an employee going and returning each day to his usual place of residence, suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	<i>s.</i>	<i>d.</i>
For less than a full week	10	0
For a full working week at the rate of	42	0

(b) In lieu of the payments prescribed in clause 8 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

ALLOWANCE IN RESPECT OF MEALS.

10. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 2s. 6d. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

WORK ON SUNDAYS AND PUBLIC HOLIDAYS.

11. Double time shall be paid for work performed on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

EXCESS OF HOURS.

12. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

REST PAUSE.

13. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

ANNUAL LEAVE.

14. (a) Subject to the provisions of sub-clauses (c) and (d) hereof, a period of fourteen consecutive days inclusive of public holidays occurring during the period shall be allowed as leave annually to all employees after twelve months' continuous service (less the period of annual leave) with an employer. Unless otherwise mutually agreed upon between an employer and the employee concerned, in which case the leave shall be given and taken within three months of becoming due, such leave shall be given and taken in conjunction with the Christmas and New Year holidays.

(b) If after 88 hours' continuous service, excluding overtime, in any qualifying twelve-monthly period an employee leaves his employment or his employment is terminated by the employer, the employee shall be paid 1/13th of a week's wage in respect of each completed 88 hours of continuous service in respect of which leave has not been granted hereunder.

(c) Where an employee absents himself from work during any qualifying period of service for any reason other than a reason set out in sub-clause (d) hereof, the amount of leave or payment in lieu to which he would otherwise be entitled under sub-clauses (a) and (b) hereof, shall be reduced by 1/50th for each week or part thereof during which any such absence occurs.

(d) For the purpose of administering the provisions of this clause, service shall be deemed to be continuous notwithstanding an employee's absence from work for the following reasons:—

(i) Injury received during the course of employment and for which an employee received worker's compensation—up to a maximum period of two months.

(ii) Any reason satisfactory to the employer or, in event of dispute, the Secretary for Labour.

(iii) Where called up for military service up to three months in any qualifying period.

(e) Each employee before going on leave shall be paid in advance the wage which would ordinarily accrue to him during the currency of the leave.

(f) Service before the 1st day of October, 1945, shall be disregarded for the purpose of calculating annual leave.

(g) Notwithstanding anything elsewhere contained in this Determination, an employer giving leave at the Christmas-New Year period may, at his option either:—

(i) Stand off without pay during the period of leave any employee who has not then qualified for the full period; or

(ii) Stand off for the period of leave any employee who has not then qualified for fourteen consecutive days' leave and pay him pro rata for the leave which he has then qualified on the basis of 1/13th of a week's wages in respect of each 88 hours' consecutive service (exclusive of overtime) during his current qualifying twelve-monthly period.

FIRST-AID OUTFIT.

15. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

TRANSPORT.

16. If an employee is required to work overtime or on a Sunday or holiday (mentioned in clause 11) and no regular means of conveyance is available the employer shall at the request of the employee provide suitable transport to convey him to the job or to his residence as the case may be. If the employer fails to provide such transport he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

PAYMENT OF WAGES.

17. Wages, allowances, and other money due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages allowances, and other monies shall be paid at the time of dismissal.

INSPECTION OF TIME SHEETS AND BOOKS.

18. The Secretary for Labour may authorize at any time (except pay day) or place, the inspection of all wages sheets, time sheets or other wages records by a person nominated by the Victorian Operative Bricklayers Society and approved by the Secretary for Labour, provided that 24 hours' notice of such inspection is given to the employer.

TOOLS.

19. Each employer shall provide at the works a safe and suitable place for the tools of his employees.

SHELTER.

20. Each employer shall provide suitable dressing accommodation with a dry floor, and including seating, on all jobs unless it is impracticable to do so due to site conditions or building regulations. Where five or more men are employed, and the work is estimated to last two weeks or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of building materials.

DEFINITION OF FOREMAN.

21. Where four or more bricklayers are employed on any job, one shall be a foreman and entitled to the rate prescribed for such a foreman.

TERMINATION OF EMPLOYMENT.

22. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

APPRENTICES AND IMPROVERS.

23. The provisions of clause 22 of this Part shall not apply to the employment of apprentices.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

*** WAGES.**

Until the beginning of the first pay period to commence on or after the 1st February, 1947:—

(a) Apprentices.—PER WEEK OF 44 HOURS.				Improvers.—PER WEEK OF 44 HOURS.							
—			Weekly Rate.	War Time Loading.	Total Weekly Wage.	—			Weekly Rate.	War Time Loading.	Total Weekly Wage.
			s. d.	s. d.	s. d.				s. d.	s. d.	s. d.
1st year	..	..	28 6	1 0	29 6	1st six months	..	..	23 9	1 6	24 9
2nd year	..	..	43 3	1 6	44 9	2nd six months	..	..	34 6	1 6	36 0
3rd year	..	..	69 9	2 6	72 3	2nd year	..	..	49 9	2 0	51 9
4th year	..	..	78 3	3 0	81 3	3rd year	..	..	80 9	3 0	83 9
5th year	..	..	97 6	3 6	101 0	4th year	..	..	103 9	4 0	107 9
						5th year	..	..	120 3	4 6	124 9

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 160s. 6d. per week of 44 hours.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 160s. 6d. per week of 44 hours.

From the beginning of the first pay period to commence on or after the 1st February, 1947:—

(a) Apprentices.—PER WEEK OF 44 HOURS.				Improvers.—PER WEEK OF 44 HOURS.			
—	Weekly Rate.	War Time Loading.	Total Weekly Wage.	—	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	28 9	1 0	29 9	1st six months	24 0	1 0	25 0
2nd year	43 9	1 6	45 3	2nd six months	34 9	1 6	36 3
3rd year	70 6	2 6	73 0	2nd year	50 3	2 0	52 3
4th year	79 0	3 0	82 0	3rd year	81 6	3 0	84 6
5th year	98 6	3 6	102 0	4th year	104 9	4 0	108 9
				5th year	121 3	4 6	125 9

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 16s. 6d. per week of 44 hours.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 16s. 6d. per week of 44 hours.

(b) Other Employees.—PER WEEK OF 44 HOURS.

—	Until the Beginning of the First Pay Period to Commence on or After the 1st February, 1947.		Thereafter.	
	Per Week.	Per Hour.	Per Week.	Per Hour.
	s. d.	s. d.	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees Provided that in every case, a foreman bricklayer shall receive not less than 2½d. per hour in excess of the highest rate prescribed for any employee working under the control of such foreman.	168 1	3 9 ³⁷ / ₄₄	169 1	3 10 ² / ₂₂
(2) Bricklayers employed on sewerage work, drainage work, or underground work not connected with building construction	168 1	3 9 ³⁷ / ₄₄	169 1	3 10 ⁵ / ₂₂
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal— (a) Where the temperature does not exceed 140° Fahrenheit (b) Where the temperature exceeds 140° Fahrenheit	184 7 200 2	4 2 ¹⁵ / ₄₁ 4 6 ¹³ / ₂₂	185 7 201 2	4 2 ²⁷ / ₄₄ 4 6 ¹⁹ / ₂₂
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto— (a) Where the temperature does not exceed 140° Fahrenheit (b) Where the temperature exceeds 140° Fahrenheit	184 7 200 2	4 2 ¹⁵ / ₄₁ 4 6 ¹³ / ₂₂	185 7 201 2	4 2 ²⁷ / ₄₄ 4 6 ¹⁹ / ₂₂
(5) Bricklayers employed on all new firework, construction of sils, towers, and acid resisting brickwork, and all work pertaining thereto other than repairs to same	168 1	3 9 ²⁷ / ₄₁	169 1	3 10 ⁸ / ₂₂
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid resisting brickwork	200 2	4 6 ¹³ / ₂₂	201 2	4 6 ¹⁹ / ₂₂
(7) Bricklayers laying glass bricks	160 6	3 7 ¹⁷ / ₂₂	161 6	3 8 ¹ / ₂₂
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	165 10	3 9 ⁵ / ₂₂	166 10	3 9 ³ / ₁₁
(9) All other bricklayers	160 6	3 7 ¹⁷ / ₂₂	161 6	3 8 ¹ / ₂₂
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings Bricklayers employed building chimney stacks shall be paid— Over 50 feet to 100 feet, 1s. 0¾d. per day extra. And for every additional 50 feet or fraction thereof, 1s. 0¾d. per day extra.	160 6	3 7 ¹⁷ / ₂₂	161 6	3 8 ¹ / ₂₂

(c) Notwithstanding anything contained in clause 2 (b) of this Part any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. per week.

* NOTE.—Section 151 Act 3677 reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

DIRTY WORK.

3. Bricklayers employed at work as described in clause 2 (b), classifications (2), (3), (4), (6), and (8), which is of an unusually dirty nature shall be allowed 10 minutes as washing time on completion of each day's work.

ALLOWANCES.

Fares.

4. (a) An amount of 3s. 6d. per week shall be made in lieu of fares on all work performed within 12 miles of the Post Office at the corner of Bourke and Elizabeth streets, Melbourne, or the principal Post Offices of the cities of Ballarat, Bendigo or Geelong. When work is performed outside that area an employee shall be paid all fares necessarily incurred in travelling to and from the job to and from his residence.

When an employee is engaged to work at such a distance that he is unable to return to his residence the same night he shall be paid, in addition to any other rates to which he is entitled :—

- (i) When the time occupied on the job is less than a working week, 10s. per day, and when such time is in excess of a working week, an allowance at the rate of £2 2s. per week. The amounts prescribed herein shall not be payable if suitable board and lodging has been provided by the employer.
- (ii) The fares necessarily expended, in addition to travelling time at ordinary rates.

Sub-clauses (i) and (ii) of this clause shall not apply to an employee unless he notifies the employer or his representative of his place of residence before being engaged.

Travelling.

(b) A travelling allowance of 1s. 4d. per day, as compensation for time lost in going to, and returning from work, shall be paid to each employee for each day he attends for work on the job at which he is for the time being engaged.

Inclement Weather.

(c) Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, not exceeding the equivalent of eight hours' pay in any one week. The question as to whether weather is inclement shall be a matter of agreement between the employer, or his representative on the job, and a representative of the men on such job. An employee shall not be entitled to payment as provided in this sub-clause unless he remains on the job until a decision to cease work has been arrived at between the representatives mentioned.

PAYMENT OF WAGES.

5. (a) All wages due shall be paid not later than Thursday in each week.
- (b) An employer shall not keep more than one day's pay in hand.
- (c) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, or paid by post or otherwise within 24 hours thereafter. If wages are not paid within the time prescribed in this paragraph, the employee shall be deemed to continue to be employed at ordinary rates until such wages are paid.
- (d) All other wages shall be paid during ordinary working hours.

TIME OF BEGINNING AND ENDING WORK.

6. The times of beginning and ending work for persons (other than those employed on sewerage work, drainage work, or underground work not connected with building construction) shall be :—

- (a) Within the following part of the city of Melbourne, namely, in Flinders-street, Spencer-street, Victoria-street, and Spring-street, and within the area enclosed by such streets :—

Time of Beginning.	Time of Ending.
8 a.m.	5 p.m. Monday to Friday inclusive.
8 a.m.	12 noon on Saturday.

- (b) All other places—

Time of Beginning.	Time of Ending.
7.45 a.m.	5.15 p.m. on each of five days in the week.
7.45 a.m.	12 noon on the other working day of the week on which the half-holiday is usually observed.

OVERTIME.

7. (a) Persons employed on sewerage work, drainage work, or underground work not connected with building construction shall be paid :—

- For work done in excess of 44 hours in any week Time and a half.

(b) Persons employed on any other work shall be paid :—

For work done within the hours fixed as the time of beginning and ending work—

- (i) In excess of 4 hours on the day on which the half-holiday is usually observed and 8 hours on the other working days of the week Time and a half.
- (ii) In excess of 44 hours in any week Time and a half.

For work done on the weekly half-holiday after 12 noon Double time.

For work done on the other working days of the week—

- Between the time of ending work as prescribed in clause 6 and 8 p.m. Time and a half.
- Between 8 p.m. and midnight Double time.
- Between midnight and the time of commencing work as prescribed in clause 6 Double time.

REST INTERVAL.

8. There shall be an interval of ten minutes at a time fixed by the employer between 9.30 a.m. and 10 a.m. for rest on each day Monday to Friday inclusive in each week for each employee, such time to count as time worked. Boiling water for tea shall be provided by the employer for the employee during such interval if the employee so desires.

FIRST-AID OUTFIT.

9. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

TRANSPORT.

10. If an employee is required to work overtime or on a Sunday or holiday (mentioned in clause 16) and no regular means of conveyance is available the employer shall at the request of the employee provide suitable transport to convey him to the job or to his residence as the case may be. If the employer fails to provide such transport he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

TERMINATION OF EMPLOYMENT.

11. Except in a case where an employee has been guilty of a misdemeanour one hour's notice of termination of employment shall be given by either employer or employee. If such notice be not given, one hour's pay shall be paid or forfeited, as the case may be, in lieu hereof.

DEFINITION OF FOREMAN.

12. Where four or more bricklayers are employed on any job, one shall be a foreman and entitled to the rate prescribed for such a foreman.

TOOLS.

13. Each employer shall provide at the works a safe and suitable place for the tools of his employees.

SHELTER.

14. Each employer shall provide suitable dressing accommodation with a dry floor, and including seating, on all jobs unless it is impracticable to do so due to site conditions or building regulations. Where five or more men are employed, and the work is estimated to last two weeks or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of building materials.

WORKING IN EXCESSIVE HEAT.

15. When a bricklayer in the last two hours of his day's work is working in artificial heat exceeding 140° Fah. he shall be allowed ten minutes of working time in which to cool off.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

16. All work done on—Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day—shall be paid for at the rate of double time; but if any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for the day so substituted.

ANNUAL LEAVE.

17. (a) Subject to the provisions of sub-clauses (c) and (d) hereof, a period of fourteen consecutive days inclusive of public holidays occurring during the period shall be allowed as leave annually to all employees after twelve months' continuous service (less the period of annual leave) with an employer. Unless otherwise mutually agreed upon between an employer and the employee concerned, in which case the leave shall be given and taken within three months of becoming due, such leave shall be given and taken in conjunction with the Christmas and New Year holidays.

(b) If after 88 hours' continuous service, excluding overtime, in any qualifying twelve-monthly period an employee leaves his employment or his employment is terminated by the employer, the employee shall be paid 1/13th of a week's wage in respect of each completed 88 hours of continuous service in respect of which leave has not been granted hereunder.

(c) Where an employee absents himself from work during any qualifying period of service for any reason other than a reason set out in sub-clause (d) hereof, the amount of leave or payment in lieu to which he would otherwise be entitled under sub-clauses (a) and (b) hereof, shall be reduced by 1/50th for each week or part thereof during which any such absence occurs.

(d) For the purpose of administering the provisions of this clause, service shall be deemed to be continuous notwithstanding in employee's absence from work for the following reasons:—

(i) Injury received during the course of employment and for which an employee received Worker's Compensation—up to a maximum period of two months.

(ii) Any reason satisfactory to the employer or, in event of dispute, the Secretary for Labour.

(iii) Where called up for military service up to three months in any qualifying period.

(e) Each employee before going on leave, shall be paid in advance the wage which would ordinarily accrue to him during the currency of the leave.

(f) Service before the 1st day of October, 1945, shall be disregarded for the purpose of calculating annual leave.

(g) Notwithstanding anything elsewhere contained in this Determination, an employer giving leave at the Christmas-New Year period may, at his option either—

(i) Stand off without pay during the period of leave any employee who has not then qualified for the full period; or

(ii) Stand off for the period of leave any employee who has not then qualified for fourteen consecutive days' leave and pay him pro rata for the leave which he has then qualified on the basis of 1/13th of a week's wages in respect of each 88 hours' consecutive service (exclusive of overtime) during his current qualifying twelve-monthly period.

ADDITIONAL ANNUAL AND SICK LEAVE FOR SPECIAL CIRCUMSTANCES.

18. When it is a constant condition of employment that an employee in a "Mixed Industry" is continuously required to work or be on call for work on week ends (i.e., Saturdays and Sundays), such employee shall be entitled to:—

(a) one week's additional leave with pay, and

(b) payment for a maximum of 44 hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum of 132 hours for sickness. For the purposes of sub-clause (b) hereof service prior to the 1st July, 1945, shall be disregarded. "Mixed Industry" means an industry where the work performed by bricklayers (that is, any work to which this Determination applies) is subsidiary and auxiliary to the chief and principal purpose and business of such industry.

19.	WAGE CONSTITUENTS. (" All Other " Bricklayers.)	Until the beginning of the first pay period to commence on or after 1st February, 1947.		Thereafter
		Per. Week.	Per Week.	Per Week.
		£	s. d.	£ s. d.
Basic wage		5	6 0	5 7 0
War loading		0	6 0	0 6 0
Margin		1	10 0	1 10 0
Disabilities loading		0	5 6	0 5 6
Tool allowance		0	4 0	0 4 0
Allowance for two weeks for statutory holidays and one week's sick pay		0	9 0	0 9 0
Total		8	0 6	8 1 6

PART III.

1. This Part applies to all persons covered by the Determination.

PERIODICAL ADJUSTMENT OF WAGES.

2. The wages rates for adults set out in clauses 2 of Part I. and Part II. hereof, 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 adjusted as prescribed in clause 3 of this Part. The wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage such adjustments to be calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 1 0	6 0	5 7 0	Melbourne

(3) ADJUSTMENT OF BASIC WAGE.—(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 May, 1947, the amounts of the Basic Wage shall be as prescribed in clause 2 of this Part.

(c) 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 needs 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, 31st January, 1947.