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Factories and Shops Acts.

DETERMINATION OF THE QUARRY 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 13th October, 1934, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in—

(i) the process, trade, or business of quarrying not including agriculture;

(ii) (a) carting or driving, or assisting in carting or driving in connexion with or incidental to the trade or business of quarrying (not including agriculture);

(b) the trade of crushing stone—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st January, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) <i>Apprentices.*</i>				<i>Improvers.*</i>					
Wages Per Week.				Wages Per Week.					
		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.			Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>			<i>s.</i>	<i>d.</i>
1st year		45	3	47	6	Carting and Driving—			
2nd year		53	9	56	3	Under 18 years	84	3	88
3rd year		61	6	64	6	18 and under 19 years	97	3	101
						19 and under 20 years	107	6	112
						20 and under 21 years	115	0	120
						All other improvers—			
						1st year	67	3	70
						2nd year	70	6	73
						3rd year	80	6	84
						4th year	97	3	101

And thereafter the minimum wage.

PROPORTION (within any place).

One apprentice to every three or fraction of three workers receiving not less than 128s. per week.

An indenture of apprenticeship prescribed was approved on 6th August, 1923.

And thereafter the minimum wage.

PROPORTION (within any place).

(a) Where a working crane is in operation for the production of pitchers or building stone:—
One improver to every three or fraction of three workers receiving not less than 140s. per week.

(b) Where spall quarrying is carried on:—
One improver to every twenty or fraction of twenty workers receiving not less than 128s. per week.

(b)

Other Employees.*

	Day Shift.				Afternoon or Night Shift.			
	Wages Per Week.				Wages Per Week.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Powder monkey †	144 0	6 0	150 0	3 9	172 0	6 0	178 0	4 5 2/5
Assistant powder monkey †	133 6	6 0	139 6	3 5 7/10	159 0	6 0	165 0	4 1 1/2
Hammerman	138 0	6 0	144 0	3 7 1/5	165 3	6 0	171 3	4 3 3/10
Dresser of pitchers or cubes, or scabblers								
Spaller	131 0	6 0	137 0	3 5 1/10	156 6	6 0	162 6	4 0 3/5
Faceman	134 0	6 0	140 0	3 6	159 6	6 0	165 6	4 1 1/2
Feeder of a stone crushing machine	131 0	6 0	137 0	3 5 1/10	156 6	6 0	162 6	4 0 3/5
Dust hole man	131 0	6 0	137 0	3 5 1/10	156 6	6 0	162 6	4 0 3/5
Persons boring holes by hand or machine	131 0	6 0	137 0	3 5 1/10	156 6	6 0	162 6	4 0 3/5
Borer's assistant	131 0	6 0	137 0	3 5 1/10	156 6	6 0	162 6	4 0 3/5
Blacksmith	144 0	6 0	150 0	3 9	169 6	6 0	175 6	4 4 1/5
Tool sharpener	133 0	6 0	139 0	3 5 7/10	158 6	6 0	164 6	4 1 1/5
Carters or drivers driving—								
One horse	126 0	6 0	132 0	3 3 2/5	149 3	6 0	155 3	3 10 1/2
Two horses	131 0	6 0	137 0	3 5 1/10	155 6	6 0	161 6	4 0 3/10
Three horses	135 0	6 0	141 0	3 6 3/10	160 0	6 0	166 0	4 1 4/5
Four or five horses	137 0	6 0	143 0	3 6 2/10	162 0	6 0	168 0	4 2 2/5
And 6d. extra per day for each additional horse.								
Drivers of motor vehicles of the following carrying capacity:—								
Not exceeding 25 cwt.	122 0	6 0	128 0	3 2 2/5	146 6	6 0	152 6	3 9 3/5
Exceeding 25 cwt., but not exceeding 3 tons	123 3	6 0	129 3	3 2 7/10	148 3	6 0	154 3	3 10 1/5
Exceeding 3 tons	128 3	6 0	134 3	3 4 1/5	154 9	6 0	160 9	4 0
All others	122 0	6 0	128 0	3 2 2/5	145 3	6 0	151 3	3 9 3/10

* See clause 3 re hours.

† See clause 10 re definition.

‡ See clause 11 re definition.

When an employee is working in water, he shall, in addition to the ordinary rate, be paid 1s. per day or portion of a day extra.

The adjustable rates shown in sub-clause (b) hereof, include amongst other loadings, an allowance of 4s. 9d. per week, in lieu of payment for public holidays, and sick leave.

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 40 for all employees to be worked between the following times:—

(a) Drivers of Motor vehicles:—

	Where a 5 1/2 day week is worked.		Where a 5 day week is worked.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
Monday to Friday	7.30 a.m.	5.15 p.m.	7.15 a.m.	5.36 p.m.
Saturday	7.45 a.m.	12 noon.		

Meal intervals (which shall not be counted as time worked) shall be allowed as follows:—

- (i) Where a 5 1/2-day week is worked One hour each day (Saturday excepted).
- (ii) Where a 5-day week is worked Three-quarters of an hour each day.

(b) All others—

	Where One Shift is Worked.	
	Time of beginning.	Time of ending.
Monday to Friday	7.30 a.m.	5 p.m.
Saturday	7.30 a.m.	12 noon
Monday to Friday	Where two shifts are worked,	
	7 a.m.	3 p.m.
	3 p.m.	11 p.m.
Saturday	7 a.m.	11 a.m.
	11 a.m.	3 p.m.
Monday to Friday	Where three shifts are worked	
	7 a.m.	3 p.m.
	3 p.m.	11 p.m.
	11 p.m.	7 a.m.
Saturday	7 a.m.	11 a.m.
	11 a.m.	3 p.m.
	3 p.m.	7 p.m.

(c) Notwithstanding anything contained in sub-clause (b) hereof, the spread of hours may be varied on any job by mutual agreement between an employer and the majority of his employees on the job. Provided that the maximum number of hours that may be worked on any day without payment of overtime shall be 4 hours on a Saturday and 8 hours on any other day.

OVERTIME.

4. The higher rate to be paid for each hour or fraction of an hour worked by any employee outside the times of beginning and ending work, or outside the hours mutually agreed upon between an employer, and the majority of his employees on the job as prescribed in clause 3 shall be time and a half. Provided that time spent in harnessing or unharnessing horses shall be deemed not to be time worked.

An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

TIME WAGES.

5. Any person working on time wages in connexion with stone-crushing plants for less than the number of hours of an ordinary week's work, shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work be paid the ordinary wages rate with an addition of thirty-three and one-third per centum.

SPECIAL RATES.

6. For all work done on Sunday and the undermentioned holidays the rates shall be:—

Sunday	} Double time.
Australia Day, Labour Day (and outside the Metropolitan District, King's Birthday)	
New Year's Day, Good Friday, Easter Monday, Anzac Day, Christmas Day, Boxing Day (and within the Metropolitan District, Melbourne Cup Day), provided that time and a half only shall be payable in respect of time worked rendered necessary by (a) a breakdown in plant, (b) repair work on such plant	

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

TOOLS AND APPLIANCES.

7. That any employee on wages rates who is called upon to supply any or all of the following tools or appliances, viz.:—

Picks, shovels, wheelbarrows, face bars, banker bars, drills, jumpers, dressing hammers, spawling hammers, striking hammers, scabbling picks, or any other tools that may be necessary for the process of quarrying, shall be paid by the employer 3d. per hour in addition to the ordinary rates fixed by this Determination.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

POWDER MONKEY.

9. Powder monkey shall mean a person using or having charge of explosives during any portion of a week.

ASSISTANT POWDER MONKEY.

10. Assistant powder monkey shall mean a person who assists a powder monkey. Provided that if, in the absence of the powder monkey and/or for any other reason, he carries out the duties of a powder monkey, he shall be paid at the rate fixed for such person.

SANITATION.

11. Proper sanitary conveniences for the use of employees shall be provided and kept clean by the employer.

PAYMENT OF WAGES.

12. An employee kept waiting for his wages on pay day for more than a quarter of an hour after—

(a) the usual time of ceasing work in the case of a person not working overtime, or

(b) his time of ceasing work in the case of a person working overtime,

shall be paid at overtime rates after that quarter of an hour with a minimum of a quarter of an hour.

SHELTER SHED.

13. A suitable shelter shed for the use of employees only, shall be provided by the employer.

CARRYING OF WORKING TOOLS.

14. All time occupied by an employee in carrying his working tools—

(a) into or out of the quarry, or

(b) for a greater distance than 100 yards to or from the face of the quarry,

shall be paid for at the rate fixed in this Determination for the class of work usually performed by him.

MEAL INTERVAL.

15. In places where only one shift is worked, each employee shall have not less than three-quarters of an hour, nor more than one hour meal interval each day.

WALKING TIME.

16. Where an employee during a meal hour is required for the purposes of safety, or for safety in the use of explosives to walk from his place of work to an appointed crib house, his meal hour shall be extended (without deduction of pay) for a period sufficient to cover the time occupied in returning from the crib house to his place of work.

EMPLOYEE PRESENTING HIMSELF FOR WORK.

17. Any employee who is not informed before he leaves the job at the end of his shift that he is not required to work at his next shift, and having presented himself at the time fixed for commencing work, is not employed, shall be paid for two hours on the basis of his classification. Provided that where an employee becomes entitled to payment as aforesaid, and is employed for part of the shift, he shall not receive payment for more than an ordinary day's work for such shift.

The provisions of this clause shall not apply where unemployment is caused by a breakdown in machinery, or an act of God not otherwise provided for.

To be entitled to the benefit of this provision, an employee (other than a driver of a motor vehicle engaged in delivery) shall have worked the whole or part of his immediately preceding shift.

PAYMENT FOR WET WEATHER.

18. An employee shall be paid on the basis of his ordinary classification for all time lost, when in the opinion of the employer or his responsible representative, the weather is too wet for the employee to continue his ordinary duties.

Provided that an employee shall not be entitled to payment as aforesaid, unless he attends at, and remains at, his place of employment, and is available and willing to perform under cover when requested to do so such other duties as may be allotted to him.

PIECEWORK.

19. The lowest piecework prices to be paid to persons engaged in the undermentioned work shall be—

	Dressing.		Knocking Out and Dressing.
	per hundred.	per hundred.	
	s.	d.	s. d.
Pitchers—			
9 inches wide × 9 inches deep × 10 to 14 inches long	19	8	33 5
9 " " × 9 " " × 10 " 13 " " "	16	10	31 1
9 " " × 8 " " × 10 " 13 " " "	15	7	28 7
9 " " × 4 to 6 inches deep × 10 to 14 inches long	13	2	25 1
Cubes—			
4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long	15	11	29 8
3½ " 6 " " × 7 inches " × 10 " 14 " " "	14	8	25 5
4 " 6 " " × 5 to 6 inches " × 8 " 12 " " "	13	5	22 7

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.

All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

	s.	d.	Knocking Out and Dressing.
Monumental stone—			
All stone up to 4 feet long by 12 inches wide by 7 inches deep	0	9	per lineal foot.
All stone exceeding 4 feet to 8 feet long by 12 inches wide by 7 inches deep	1	1	" "
Pitcher kerb	0	3	" "
Kerbing stones—Hammer dressed—			
12 inches deep by 6 inches to 12 inches wide, not exceeding 5 feet in length	0	7	" "
All radial stone	0	11	" "
Building stone up to 12 inches by 12 inches, not exceeding 7 feet in length	0	8	" "
All stone over 12 inches by 12 inches, not exceeding the cubical content of 15 cubic feet	0	8	per cubic foot.
All stone exceeding the cubical content of 15 cubic feet	1	1	" "
			When the Material is removed in a wheelbarrow to a distance of more than 50 yards.
			Per superficial yard.
			Per superficial yard.
			Per cubic yard.
			Per cubic yard.
Stripping—			
Not exceeding 18 inches in depth	3	0	2 11
Exceeding 18 inches, but not exceeding 30 inches in depth	3	3	3 0
			Exceeding 30 inches in depth
			3 0 .. 2 9
Spalling, but not including spalls produced on the banker from cut stone or pitchers	3	1	—

The piecework price for spalling shall be paid free from any charge or deduction for stripping, boring, or shooting.

PERIODICAL ADJUSTMENT OF WAGES.

20. 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 rates shall be automatically adjusted as prescribed by clause 21.

Provided that proportionate adjustments to the rates for apprentices and improvers and to the piecework prices shall be made at the same time as follows:—

- (a) The rates for apprentices and improvers to the nearest 3d., half or less than half of 3d. to be disregarded.
- (b) The piecework prices as set out in clause 19 to the nearest penny.

Basic Wage.

Place.	Needs Basic Wage.	Loading.	Total	Index Number Set Assigned.
	(Adjustable)	(Constant.)	Basic Wage.	
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 3 0	6 0	5 9 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, 1948, 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 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. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 28th November, 1947.