

DETERMINATION OF THE ROOFING TILES BOARD.

NOTE.

Notice of appeal to the Industrial Appeals Court has been lodged against certain parts of the Determination.

Section 22 (2), Act 4874, provides that, when an appeal is made in accordance with that Act, the parts of the Determination appealed against shall not come into operation until the appeal has been dealt with by the Court.

10304/47.

FEMALES.

Wages per Week of 44 hours until the 31st December, 1947, and thereafter 40 hours.

	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	25 6	1 3	2 3	29 0
15 years of age	29 6	1 3	2 9	33 6
16 " "	33 6	1 6	3 0	38 0
17 " "	36 0	1 9	3 3	41 0
18 " "	40 9	1 9	3 9	46 3
19 " "	46 9	2 0	4 3	53 0
20 " "	51 6	2 3	4 9	58 6

(b) WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week of 44 hours until the 31st December, 1947, and thereafter 40 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All other Places.			Total Wage.
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	} At the Rates prescribed for Adults }	25 3	1 3	2 3	28 9
15 years of age		27 3	1 3	2 6	31 0
16 " "		33 6	1 6	3 0	38 0
17 " "		37 6	1 9	3 6	42 9
18 " "		54 0	2 6	5 0	61 6
19 " "		62 6	3 0	5 9	71 3
20 " "		77 3	3 9	7 0	88 0

FEMALES.

Wages per Week of 44 hours until the 31st December, 1947, and thereafter 40 hours.

	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	25 3	1 3	2 3	28 9
15 years of age	28 3	1 3	2 6	32 0
16 " "	31 6	1 6	3 0	36 0
17 " "	34 9	1 9	3 3	39 9
18 " "	37 3	1 9	3 6	42 6
19 " "	44 0	2 0	4 0	50 0
20 " "	50 3	2 3	4 9	57 3

(c) Notwithstanding anything contained in the schedules of rates prescribed in (a) or (b) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 3d.

Proportion (in any factory or place).

Apprentices.

(d) One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

Improvers.

Such number of male improvers as shall not, together with apprentices, exceed in the aggregate, two to every four, or fraction of four male adult weekly workers receiving not less than the minimum wage.

Such number of female improvers as shall not, together with apprentices, exceed in the aggregate, two to every five, or fraction of five female adult weekly workers receiving not less than the minimum wage.

(II) ALL OTHER EMPLOYEES.

MALES.	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1923</i> (No. 3677) and the Orders in Council thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellar, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.	Within all other Parts of Victoria.
	Wages Per Week of 44 Hours until the 31st December, 1947, and thereafter— 40 Hours.	Wages per week of 44 Hours until the 31st December, 1947, and thereafter 40 Hours.
	s. d.	s. d.
Burner	137 0	134 0
Burner's Assistant	133 0	130 0
Damperman and/or kiln cleaner	130 0	127 0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools)	142 0	139 0
Faceman or man drilling or using explosives in quarry of face 25 feet or less	144 0	141 0
All other facemen	146 0	143 0
All other clayhole men (Employer to provide tools)	136 0	133 0
Drawer	136 0	133 0
Setter	140 0	137 0
Mouldmaker (including plaster die making)	140 0	137 0
Flower pot, or flower pot saucer throwers	140 0	137 0
Maker on press (screw or lever type)	136 0	133 0
Hand presser and moulder	140 0	137 0
Man digging and/or wheeling clay from a dump and/or levelling a dump	133 0	130 0
Crusher or grinding pan attendant	133 0	130 0
Loftman	133 0	130 0
Man sorting roofing tiles	133 0	130 0
Packer into rail trucks	133 0	130 0
Man feeding tile press	133 0	130 0
Man taking off tile press	133 0	130 0
Tile feeder's assistant	130 0	127 0
Man carrying or wheeling into or out of kiln or to or away from kiln	133 0	130 0
Racker or wheeler who also racks	133 0	130 0
Other tile wheeler	130 0	127 0
Dresser or trimmer (dry tiles)	130 0	127 0
Waste-man or other unskilled man	130 0	127 0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger)	140 0	137 0
Wire cut attendant, column man, and/or off bearer from a wire cut machine	133 0	130 0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection)	136 0	133 0

FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

TIME OF BEGINNING AND ENDING WORK.

3. For all persons except burners and other shift-workers:—

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|-------------------------------------|--------------------------------------------------------------------------------|
| Time of Beginning. | Time of Ending. |
| (a) Until the 31st December, 1947:— | |
| 7 a.m. | 1 p.m. on Saturdays, or the day on which the half-holiday is locally observed. |
| 7 a.m. | 5.30 p.m. on each of the other five working days of the week. |
| (b) Thereafter:— | |
| 7.15 a.m. | 12 noon on Saturday or the day on which the half holiday is locally observed. |
| 7.15 a.m. | 5 p.m. on the other five working days of the week. |

OVERTIME.

4. *(a) By persons employed as burners in excess of 8 hours on any one shift and 44 hours in any one week Time and a half.

*(b) By any other person:—

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| Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work | Time and a half. |
| Outside the hours fixed as the time of beginning and ending work | Time and a half. |

* Provided that where a burner is required within eight hours of commencing or finishing a shift as a burner to do any work for which a rate other than that prescribed for a burner is fixed, he shall be paid for such shift work as a burner and for such other work as follows:—(i) For the first eight hours worked, whether at burning or such other work, ordinary pro-rata payment according to the class of work done; (ii) For the hours worked in excess of the first eight hours referred to in sub-clause (i) hereof whether at burning or otherwise, payment for such excess at the overtime rate prescribed for such work.

A burner shall be paid for the full number of hours of the shift worked.

EXTRA RATES FOR SHIFT WORKERS (INCLUDING BURNERS).

5. An addition of ten per cent. to the ordinary rates prescribed in clause 2 hereof for the occupation concerned shall be payable to shift workers for any work, including overtime, performed by them between 6 p.m. and 6 a.m.; and any extra payment, as prescribed in clause 4 hereof, for overtime performed by such workers between the said hours, shall be calculated on the aforesaid ordinary rates.

SPECIAL RATES.

6. Double time shall be the penal rate payable to all employees for all work done on Sundays, 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 only be payable for work done on the day so substituted.

HOLIDAYS.

7. (a) All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day; Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

TERMINATING EMPLOYMENT IN RELATION TO A HOLIDAY.

(b) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

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.

SICK LEAVE.

9. (a) Where an employee has been in the industry for a period of not less than three months immediately prior to his or her becoming disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he or she shall, on account thereof, be entitled without deduction of pay at ordinary rates, to absent himself or herself from work for a period not exceeding in the aggregate four days in any year of employment in the industry.

(b) For the purpose of administering sub-clause (a) hereof an employer may, within two weeks of the employee entering his employment, require such employee to make a sworn declaration or provide other satisfactory evidence as to what paid sick leave of absence he or she has had from any employer within the industry during the previous twelve months.

(c) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed therein is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year up to a period not exceeding twenty days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

(d) For the purpose of administering sub-clause (c) hereof, service prior to the 1st July, 1943, shall be disregarded.

MORNING TEA INTERVAL.

10. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

TEA MONEY.

11. An allowance of 2s. for tea money, shall be made where work extends for more than two hours beyond the usual time of ending work.

Any such allowance shall be made prior to the meal interval on the day on which such overtime is worked.

WET PLACES.

12. An employee who is required to work in water and/or slurry of two inches or more in depth shall be paid an additional 3d. per hour whilst so required to work.

CRIB TIME.

13. A crib time not exceeding 30 minutes in a working shift of 8 hours shall be allowed clay hole men working underground in shaft or tunnel at a depth of 100 feet or over from the surface. Such crib time shall be counted as time worked.

PAYMENT OF WAGES.

14. Except where otherwise mutually agreed between an employer and an employee wages due shall be paid before the usual finishing hour for the day, and not later than Friday in each week.

DIRTY WORK.

15. Where an employee is engaged on work which the employer, or in his absence his accredited representative, agrees is of an unusually dirty or offensive nature, he shall be allowed reasonable time off during working hours to enable him to cleanse himself by means of a shower, or other washing facilities reasonably sufficient to accomplish such purpose.

DEFINITION.

16. Burner's assistant is an employee (exclusive of a regular burner) who works with and assists a burner in the operation of burning a kiln.

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

17. The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates set out in clause 2, are based upon the following basic wage rates, 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 19. Provided that the wages of females and juveniles shall be adjusted proportionately to adjustments of the basic wage. Such adjustments shall be computed 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.
Victoria	£ s. d. 5 3 0	s. d. 6 0	£ s. d. 5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

19. (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 18.

(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, 2nd December, 1947.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.