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VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE SLATERS AND TILERS 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 appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the process, trade, or business of a slater, roof-tiler, ridger, shingler, or cement tiler (other than a tiler laying verandah or flooring tiles)" 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.

WAGES.

Apprentices.			Improvers.			Other Employees.		
	Percentage of Adult Wage.	Per Week of 40 Hours.		Percentage of Adult Wage.	Per Week of 40 Hours.		Per Hour.	Per Week of 40 Hours.
		s. d.			s. d.		s. d.	s. d.
1st year ..	33½	61 9	1st year ..	33½	61 9	Slaters or Tilers ..	4 7½	185 0
2nd	40	74 0	2nd	40	74 0			
3rd	60	111 0	3rd	60	111 0			
4th	80	148 0	4th	80	148 0			
<p>PROPORTION (by any employer).</p> <p>Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 185s. 0d. per week.</p> <p>An amended indenture of apprenticeship has been prescribed by the Board.</p>			<p>PROPORTION (by any employer).</p> <p>One improver to the first twenty workers and thereafter one improver to every twenty or fraction of twenty workers receiving not less than the minimum wage of 185s. 0d. per week.</p>			<p>Persons employed stripping or repairing roofs or recovering with second-hand materials shall be paid 1s. per day or portion of a day in addition to the rates set out above.</p>		

NOTE.—(a) No person under the age of 16 years shall be employed as an apprentice or improver.

(b) Notwithstanding anything contained in this Determination, any person who on the 1st August, 1946, has been employed for not less than three months in the industry, and whose engagement or continued employment as an improver is by this Determination forbidden, shall be entitled to be employed, and shall be paid under the scale of wages prescribed for an improver of like experience.

HOURS.

3. The ordinary hours shall be 40 per week to be worked in five or five and a half days, the daily hours being respectively not more than 8 hours Monday to Friday inclusive or not more than 8 hours Monday to Friday inclusive and not more than 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 noon on Saturday. The lunch break shall not be less than 45 minutes.

OVERTIME.

4. All work done outside the hours specified as the times of beginning and ending work, or any work done within such hours in excess of 40 hours in any week, shall be paid for:—

(a) Within a radius of 20 miles of the G.P.O., Melbourne, and within the Cities of Ballarat, Bendigo, and Geelong, at the rate of time and a half.

(b) In all other places. At ordinary rates.

INCLEMENT WEATHER.

5. 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.

6. (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 per day
Over 12 miles and including 20 miles	2	6 per day
Over 20 miles and including 30 miles	3	0 per day

Provided that if the site of the job is such that an employee cannot within 60 minutes travel to same from the point of contact with a public transport service nearest to his home, he shall in addition to the allowances hereinbefore prescribed be entitled to be paid at ordinary rates for all time spent in travelling in excess of such 60 minutes each way.

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 7, 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.

7. (a) When distance and/or travelling facilities reasonably prevent an employee going from 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 per day
For a full working week at the rate of	42	0 per week

(b) In lieu of the payments prescribed in clause 6 (a) 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.

8. 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.

SPECIAL RATES.

9. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

EXCESS OF HOURS.

10. 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.

11. (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.

12. (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 80 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 80 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 **Wages Board**.
- (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 for which he has then qualified on the basis of one-thirteenth of a week's wages in respect of each 80 hours' consecutive service (exclusive of overtime) during his current qualifying twelve-monthly period.

PAYMENT OF WAGES.

13. Wages, allowances, and other moneys 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 moneys shall be paid at the time of dismissal.

BOOK OR RECORD.

14. Each employer shall keep a book or record showing the name and occupation of each employee, the place of working, the hours worked, the wages rate or piecework price paid and, in respect of piecework, the number of squares and the number of feet of ridging in the roof.

Such book or record shall be filled in and signed by the employee each week and shall be kept by the employer for a period of twelve months at his place of business. During such period 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 any official of the Slaters, Tilers and Shinglers' Union of Australia duly authorized in writing by the Secretary of such Union, provided that three days' notice of intention to make such inspection has been given to the employer.

TERMINATION OF EMPLOYMENT.

15. 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.

16. The provisions of clause 15 shall not apply to the employment of apprentices.

PIECEWORK PRICES.

17. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Slating, 20" x 10", and larger	..	..	..	17s. per 100 square feet, slater's measurement.
" " "	..	..	..	6d. per 100 square feet more for every size smaller.
				Ridging extra.
Terra Cotta Tiling	..	..	..	11s. per 100 square feet, tiler's measurement.
				Ridging extra.
Cement Tiling	..	..	..	12s. 6d. per 100 square feet, tiler's measurement.
				Ridging extra.
For buildings of more than one story	..	..	..	6d. per 100 square feet extra for each story after the first.
Fixing Tile or Cement Ridging	..	..	..	On slate roofs, hiping, 5d. per foot.
" " "	..	..	..	" " crest, 5d. per foot.
" " "	..	..	..	On tile roofs, hiping, 5d. per foot.
" " "	..	..	..	" " crest, 5d. per foot.
" " "	..	..	..	On iron roofs, hiping, 5d. per foot.
" " "	..	..	..	" " crest, 5d. per foot.
For buildings of more than one story	..	..	..	1d. per foot extra for each story after the first.
Mitring on slate roofs	..	..	..	Nailed, 1s. per foot.
" " "	..	..	..	Screwed, 1s. 3d. per foot.

Fifty per cent. extra on all above prices shall be paid for all work done on roofs of a pitch of 45° or over; 6d. per square extra shall be paid for work done on roofs where double batten is used.

DEFINITION.

18. Slater's or tiler's measurement is the net square measurement of the roof with 1 square foot extra for every lineal foot of eaves, hips, valleys, gutters, and gables.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages 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 in clause 20. Provided that the wages of apprentices and improvers shall be the percentages, as set out in clause 2, of the total weekly wage payable to "other employees" 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).	Loading (Constant)	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

20. (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 19.

(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. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 15th December, 1947.