

OTHER EMPLOYEES—continued.

	WAGES.		
	Day Work.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Oxy acetylene burner on demolition work	137 3	6 0	143 3
Saw sharpener	136 6	6 0	142 6
Machine borer	123 0	6 0	129 0
Cleater	120 0	6 0	126 0
Cradler or squarer	118 0	6 0	124 0
Diver's Assistant			
Hand borer	118 0	6 0	124 0
Wharf carpenter's assistant			
Dumper	115 6	6 0	121 6
Other demolition workers	113 0	6 0	119 0
Barge Hand on Shore Plant	115 0	6 0	121 0
All others			
CONCRETE WORK.			
Pneumatic pick user or jack hammer-man	121 0	6 0	127 0
Concrete floater	120 0	6 0	126 0
Mixer operator	120 0	6 0	126 0
Men filling moulds	118 0	6 0	124 0
Gaugers, i.e., persons filling gauged barrows or boxes			
Other mixers	115 0	6 0	121 0
Men employed on reinforcements			
Barrowmen or general labourers			

(c) When work is performed on two shifts per day the rates prescribed in Clause 2 (b) hereof for day work shall be increased by 7½ per cent. in respect of all work done on the 2nd or night shift.

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 44 until the 31st December, 1947, and thereafter 40.

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 10 per cent. 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:—

(i) Until the 31st December, 1947—

Day work—			
Monday to Friday	Time of Beginning.	7 a.m.	Time of Ending.
Saturday		7 a.m.	5 p.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.

(ii) Thereafter—

The spread of hours shall be as follows:—

Day work—			
Monday to Friday	Time of Beginning.	8 a.m.	Time of Ending.
			5 p.m.

Where two shifts are worked—

Monday to Friday (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 (or on a Saturday after 1st January, 1948) shall be time and a half for the first two hours, and thereafter double time. An employee recalled to work after having ceased work for the day shall be paid for a minimum of two hours at the appropriate rate.

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 abovenamed holidays, the day so substituted shall be observed.

(b) An employee on weekly engagement shall be entitled to the abovementioned 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. An employee required to work on a Sunday or holiday shall be paid for a minimum of two hours' work at the overtime rate.

"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 the engineer or inspector in charge of the job shall approve as being of an unusually dirty or offensive nature—1½d. per hour extra.

A decision shall be given on the workman's claim within 48 hours of its being asked for (unless the time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where an organization alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

(c) An employee spreading or floating metalcoke shall be paid 1s. per day or any portion of a day in addition to his ordinary rate.

Special Rates not Cumulative.

(d) 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 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 120 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*, No. 5111, 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 an employee is sent from one place to another, and cannot reasonably return to his home each night, he shall be paid an allowance of 10s. per day or part thereof for the first five days, and 35s. per week thereafter, except where camping facilities are provided by the employer.

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.

TOOL ALLOWANCE.

20. A wharf carpenter shall be paid a tool allowance of 2s. per week in addition to his ordinary wage.

PERIODICAL ADJUSTMENT OF WAGES.

21. 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 22. 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).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (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 21.

(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.

MARGINAL RATES.

In addition to the basic wage provided in clause 21 the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins per Week.	
	<i>s.</i>	<i>d.</i>
Foreman	40	3
Leading hand, i.e., a person in charge of not less than—		
(a) three nor more than ten employees	34	3
(b) eleven nor more than fifteen employees	37	3
File-driver	31	3
File-driver's offsider	14	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	28	3
Oxy acetylene burner on demolition work	28	3
Saw sharpener	27	6
Machine borer	14	0
Cleater	11	0
Cradler or squarer	11	0
Diver's assistant	9	0
Hand borer	9	0
Wharf carpenter's assistant	9	0
Dumper	9	0
Other demolition workers	6	6
Barge hand on shore plant	4	0
All others	6	0
CONCRETE WORK.		
Pneumatic pick user or jack hammer-man	12	0
Concrete floater	11	0
Mixer operator	11	0
Men filling moulds	9	0
Gaugers, i.e., persons filling gauged barrows or boxes	9	0
Other mixers	9	0
Men employed on reinforcements	9	0
Barrowmen or general labourers	6	0

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

J. W. RYAN, Secretary.

Melbourne, 6th November, 1947.