



VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

DETERMINATION OF THE CEMENT ARTICLES 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 persons (other than persons under the jurisdiction of the Fibrous Plasterers Board) employed in the trade of making portable articles of cement or concrete." has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in December, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(a) APPRENTICES AND IMPROVERS.				(b) OTHER EMPLOYEES.			
Wages per Week of (a) until the 31st December, 1947—44 Hours; (b) Thereafter—40 Hours.				Wages per Week of (a) until the 31st December, 1947—44 hours; (b) Thereafter—40 Hours.			
—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	—	Adjustable Rate.	Plus War Loading (Non-adjustable.)	Total Wage.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age ..	32 0	0 9	32 9	Group No. 1.			
" 17 " " " ..	42 9	1 0	43 9	Moulders on centrifugal or vibrator	133 0	3 0	136 0
" 18 " " " ..	53 6	1 6	55 0	pipe machines			
" 19 " " " ..	67 0	1 9	68 9	Group No. 2.			
" 20 " " " ..	77 6	2 0	79 6	Man operating a machine mixing cement	129 0	3 0	132 0
" 21 " " " ..	89 6	2 3	91 9	or concrete			
				Other moulders of cement or concrete	129 0	3 0	132 0
				articles, including operator of any			
				machines not elsewhere included ..	129 0	3 0	132 0
				Repairs or renderers of cement or	129 0	3 0	132 0
				concrete articles			
				Operator of machine making concrete	129 0	3 0	132 0
				or cinder-concrete blocks or bricks			
				Crusher feeder or attendant where	129 0	3 0	132 0
				bricks are crushed			
				Group No. 3.			
				Tile or ridge makers and the takers off	126 0	3 0	129 0
				of same			
				Other mixers of cement or concrete ..	126 0	3 0	129 0
				Mould assemblers	126 0	3 0	129 0
				Operator of cement sprayer ..	126 0	3 0	129 0
				Other crusher feeder or attendant or			
				mill feeder or attendant or crusher	126 0	3 0	129 0
				screen attendant, other than persons	126 0	3 0	129 0
				engaged in crushing spalls ..			
				Strippers	126 0	3 0	129 0
				Pipe tester (i.e., person operating a	126 0	3 0	129 0
				pump or pressure apparatus) ..			
				Employee carrying away from any	126 0	3 0	129 0
				concrete or cinder-concrete block or			
				brick-making machine	126 0	3 0	129 0
				Where the load carried per man is of a			
				greater average weight than 70 lb.:—			
				(a) Lumpers of cement or concrete	126 0	3 0	129 0
				articles (in and out of tanks) ..			
				(b) Loaders, unloaders, or stackers	126 0	3 0	129 0
				(by hand) of cement or concrete			
				articles	126 0	3 0	129 0
				Truckers or stackers of concrete or	126 0	3 0	129 0
				cinder-concrete blocks or bricks ..			
				Persons fabricating or preparing rein-	126 0	3 0	129 0
				forcements for portable concrete			
				products			
				Group No. 4.			
				All others	121 0	3 0	124 0

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 124s. per week of—(a) until the 31st December, 1947, 44 hours; (b) thereafter, 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

Improvers.

Cement Tilemakers' Section.

Three improvers to four workers
Four improvers to five or six workers
Five improvers to seven workers
Six improvers to eight workers, and thereafter one improver to every two workers

Receiving not less than 124s. per week of—(a) until the 31st December, 1947, 44 hours; (b) thereafter, 40 hours.

All Other Sections.

One improver to every three or fraction of three workers receiving not less than 124s. per week of—(a) until the 31st December, 1947, 44 hours; (b) thereafter, 40 hours.

Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.

NOTE.—"Renderer" means a skilled employee facing concrete articles with float and trowel.

ALLOWANCES.

3. The following allowances in addition to the rates provided in clause 2 (b) shall be paid :—

- (a) Lumpsums of cement or concrete articles (in and out of tanks) 3d. per hour in respect of such time actually spent in tanks containing water.
- (b) For work done away from the employer's place of business—
 - (i) The fares, exceeding 3d. per day, necessarily expended in going from and to the employee's residence to and from his work.
 - (ii) For work done at a distance from the employer's place of business if the employee is unable to return to his home the same night, 6s. per day extra for the first seven days, and thereafter 30s. per week extra.
- (c) A "Leading hand" is one who is directed to control, supervise, and take responsibility for the work performed by two or more employees.
He shall, for the time so engaged, be paid the rate prescribed for the highest class of work so supervised with the following additions :—
 - (i) where the number of such employees does not exceed five, 6d. a day ;
 - (ii) where the number of such employees exceeds five, 1s. a day.
- (d) Boot allowance—
 - (i) Persons operating mixers and/or pipe spinning machines, 1s. 3d. per week.
 - (ii) Strippers, assemblers, oilers, and/or moulders of concrete products, 8d. per week.

TIME OF BEGINNING AND ENDING WORK.

4. (a) Until the 31st December, 1947—

Time of Beginning.	Time of Ending.
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 a.m.	5 p.m. on five days of the week, Monday to Friday inclusive, with a minimum of 45 minutes for lunch.
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OVERTIME.

5. The following rates shall be paid for all work done, except where shifts are worked :—

(i) Until the 31st December, 1947—

- (a) Where the weekly hours are worked in 5 days, in excess of 8½ hours on any day
- (b) Where the weekly hours are worked in 5½ days, in excess of 8 hours on any day Monday to Friday inclusive or in excess of 4 hours on Saturday
- (c) Where the weekly hours are worked in 5 days, on Saturday

Time and a half for first two hours' work in any one day and thereafter double time in that day.
Time and a half for the first four hours worked, and thereafter double time in that day.

(ii) After the 31st December, 1947—

- (a) In excess of 8 hours on any day Monday to Friday
- (b) On Saturday

Time and a half for the first two hours' work in any one day and thereafter double time in that day.
Time and a half for the first four hours worked and thereafter double time in that day.

SHIFTS.

6. Where a person is employed on shift work outside the hours of beginning and ending work he shall for each hour while so employed be paid 3d. an hour in addition to above rates.

A shift worker called upon to work overtime in excess of ordinary shift hours shall receive overtime at the rate set out in clause 5.

MIXED FUNCTIONS.

7. An employee engaged for not less than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

SPECIAL RATES.

8. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or 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 be payable only for work done on the day so substituted.

CONTRACT OF EMPLOYMENT.

9. Weekly Employment.—(a) Except as hereinafter provided employment shall be by the week.

(b) Employment shall be terminated by two clear days' notice on either side given at any time during the week or by the payment or forfeiture of two days' wages as the case may be. This shall not affect the right of the employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall except as provided by clause 10 of this Determination lose his pay for the actual time of such non-attendance.

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

(d) To obtain the benefit of weekly employment an employee must be ready, available, and willing to work on the days, and during the hours prescribed for an ordinary day's work less only prescribed or agreed upon remissions. *Pro rata* reductions of pay may be made for unauthorized omissions.

(e) An employee until he has had two weeks of continuous employment may be employed as a casual at a rate per hour of ¼ of the appropriate rate prescribed for a weekly employee.

SICK LEAVE.

10. (a) An employee with not less than six months' service with an employer, who is absent from his work on account of personal illness, or on account of an injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to worker's compensation.
- (ia) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness, and the estimated duration of the absence.
- (ii) He shall prove to the satisfaction of his employer (or in the event of dispute the Secretary for Labour), that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iii) He shall not be entitled in any year of service to leave in excess of (a) until the 31st December, 1947—35 hours, (b) thereafter—32 hours of working time.
- (b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above 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 (a) until the 31st December, 1947—105 hours, (b) thereafter—96 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.
- (c) For the purposes of all provisions of this clause, service prior to the 1st January, 1945, shall be disregarded.

HOLIDAYS.

11. (a) All employees shall be entitled to the eight holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day. Anzac Day.—When Anzac Day falls on a working day an employee shall be entitled to be absent from work on that day without loss of pay.

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.

ANNUAL HOLIDAY.

12. 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.

TEA MONEY.

13. 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 provided the employer has not given notice the day before of intention to work overtime.

TOOLS, BOOTS, OVERALLS, ETC.

14. The employer shall supply the employee with all requisite tools and gloves for the performance of his duties, and when the employee is called upon to work in water he shall be provided with suitable boots or waders.

Where a man's place of work is outside the factory buildings and he is required to carry on such work in the rain, his employer shall furnish him with a waterproof overcoat whilst so employed.

An employee required to wear overalls in connection with his work shall be paid the sum of 1s. per week whilst he is required to do so.

PAYMENT OF WAGES.

15. Wages shall be paid during working hours.

HEALTH PROVISIONS.

16. The employer shall provide and maintain in a satisfactory state—

- (a) proper latrine services;
- (b) suitable change house accommodation with provision for drying clothes;
- (c) suitable accommodation for employees to have their meals and, where the number of employees exceeds twenty, such accommodation shall be partitioned off or otherwise separated from the change house.

REST PERIOD.

17. All employees shall be allowed two rest intervals on each day as follows:—(a) The first of five minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of five minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. For the purpose of interviewing employees on legitimate union business, a duly accredited representative of the Australian Workers' Union shall have the right to enter, during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed.

If any representative is unduly interfering with, or is creating disaffection amongst his employees, or is offensive in his methods, such employer may refuse the right of entry.

PERIODICAL ADJUSTMENT OF WAGES.

19. 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 20. 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.
Victoria	£ s. d. 5 3 0	s. d. 6 0	£ s. d. 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, 19th November, 1947.