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Factories and Shops Acts.

DETERMINATION OF THE STONECUTTERS BOARD.

NOTE.—(1) 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 the 20th November, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed—

- (1) in the process, trade, or business of cutting, carving, polishing, or setting marble or stone, or cutting letters therein ;
(2) in cemeteries—

- (a) Cleaning monuments, headstones, or kerbs,
(b) Painting letters or drilling holes for lead letters,
(c) Dismantling or re-erecting monuments, headstones, or kerbs—

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.

WAGES FOR ADULTS OTHER THAN APPRENTICES.

2. The minimum rate of wage for an adult other than an apprentice shall, subject to adjustment under clause 15 of this Determination, be as follows:—

(a) Weekly Wage.

Classification.	Total Basic Wage, including Loadings.	Margin for Skill.	Loading for Leave and Holidays.	Total Allowance.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.
Carver, building	114 0	53 3	17 9	1 0	186 0
Carver, monumental	114 0	39 3	16 3	1 0	170 6
Stonemason	114 0	27 0	15 0	1 0	157 0
Surface operator	114 0	27 0	15 0	1 0	157 0
Letter cutter	114 0	27 0	15 0	1 0	157 0
Lathe machinist	114 0	22 3	14 3	..	150 6
Planer machinist	114 0	22 3	14 6	..	150 9
Dry grinding machine operator	114 0	22 3	14 3	..	150 6
Carborundum machinist on moulding work	114 0	22 3	14 3	..	150 6
Carborundum machinist on other than moulding work	114 0	14 9	13 0	..	141 9
Carborundum sawyer	114 0	14 9	13 0	..	141 9
Polisher (hand)	114 0	14 9	13 0	..	141 9
Polisher (machine)	114 0	14 9	13 0	..	141 9
Frame saw machinist	114 0	14 9	13 0	..	141 9
Man using hand pneumatic tool of 6 lbs. or over or exceeding 1½-inch piston and which is not a drill or grinder	114 0	166 6	29 9	1 0	311 3
Person cleaning monuments, headstones, or kerbs	114 0	14 9	13 0	..	141 9
Person painting letters, or drilling holes for lead letters	114 0	27 0	14 9	1 0	156 9
Person dismantling or re-erecting monuments, headstones, or kerbs	114 0	27 0	14 9	1 0	156 9
Labourer or assistant	114 0	..	11 6	..	125 6

(b) Hourly Wage.

Classification.	s. d.
Carver, building	4 7 ⁴ / ₅
Carver, monumental	4 3 ³ / ₂₀
Stonemason	3 11 ¹ / ₁₀
Surface operator	3 11 ¹ / ₁₀
Letter cutter	3 11 ¹ / ₁₀
Lathe machinist	3 9 ² / ₄₀
Planer machinist	3 9 ² / ₄₀
Dry grinding machine operator	3 9 ² / ₄₀
Carborundum machinist on moulding work	3 6 ²¹ / ₄₀
Carborundum machinist on other than moulding work	3 6 ²¹ / ₄₀
Carborundum sawyer	3 6 ²¹ / ₄₀
Polisher (hand)	3 6 ²¹ / ₄₀
Polisher (machine)	3 6 ²¹ / ₄₀
Frame saw machinist	3 6 ²¹ / ₄₀
Man using hand pneumatic tool of 6 lb. or over or exceeding 1½-inch piston and which is not a drill or grinder	7 9 ³ / ₈
Person cleaning monument, headstones, or kerbs	3 6 ²¹ / ₄₀
Person painting letters, or drilling holes for lead letters	3 11 ¹ / ₁₀
Person dismantling or re-erecting monuments, headstones, or kerbs	3 11 ¹ / ₁₀
Labourer or assistant	3 1 ¹³ / ₁₀

For a leading hand, the stonemason's rate per hour and the following additional rate shall be paid :—

	Per Week.
	s. d.
In charge of not more than five men	7 6
In charge of six to ten men	12 6
In charge of over ten men	15 0

APPRENTICES AND THEIR RATES.

3. (a) Youths entering the trade of a stonemason shall be indentured (if between 15 and 17 years of age) for a period of five years; if over 17 years of age, for a period of four years.

(b) Youths may be taken on probation for a period not exceeding three months before being apprenticed, and the period of probation shall be treated as part of their term of apprenticeship.

(c) If any employer is unable to fulfil his obligation to an apprentice, he may, with the consent of the Secretary for Labour, transfer the apprentice to another employer, who may take and employ him as an apprentice.

(d) Every apprentice may during the term of his apprenticeship attend at night the classes in masonry or similar subjects (chosen by the employer) provided at a Technical College or School, and the fees actually paid per term shall be refunded by the employer on production of a certificate from the instructor that the apprentice has satisfactorily attended the classes during the school term.

(e) The proportion of apprentices to be employed shall not exceed one apprentice to every three journeymen stonemasons or fraction of three stonemasons receiving not less than the rate for masons.

(f) Subject to adjustment under clause 16 hereof, the minimum rates of wage to be paid to apprentices shall be :—

(i) Where an apprentice is indentured for five years :—

	Adjustable rate Per Week.	Loading (Constant) Per Week.	Loading for Leave and Holidays.	Total Wage Payable.
	£ s. d.	s. d.	s. d.	£ s. d.
1st year	1 10 0	0 6	1 6	1 12 0
2nd year	2 1 6	1 0	2 0	2 4 6
3rd year	2 15 0	1 0	2 6	2 18 6
4th year	3 16 0	1 6	3 6	4 1 0
5th year	5 1 0	2 0	4 6	5 7 6

(ii) Where an apprentice is indentured for four years :—

	Adjustable Rate Per Week.	Loading (Constant) Per Week.	Loading for Leave and Holidays.	Total Wage Payable.
	£ s. d.	s. d.	s. d.	£ s. d.
1st year	1 15 6	1 0	1 6	1 18 0
2nd year	2 9 0	1 0	2 0	2 12 0
3rd year	3 11 0	1 6	3 6	3 16 0
4th year	5 1 0	2 0	4 6	5 17 6

JUVENILE WORKERS AND THEIR RATES.

4. (a) Subject to adjustment under clause 16 hereof, the minimum rates to be paid to juvenile workers shall be :—

	Adjustable Rate Per Week.	Loading (Constant) Per Week.	Loading for Leave and Holidays.	Total Wage Payable.
	£ s. d.	s. d.	s. d.	£ s. d.
Under 16 years of age	1 4 6	0 6	1 0	1 6 0
Over 16 and under 17 years of age	1 15 0	1 0	1 6	1 17 6
Over 17 and under 18 years of age	2 6 0	1 0	2 0	2 9 0
Over 18 and under 19 years of age	2 19 6	1 6	2 6	3 3 6
Over 19 and under 20 years of age	3 14 6	1 6	3 6	3 19 6
Over 20 and under 21 years of age	4 10 6	2 0	4 0	4 16 6

(b) The proportion of juvenile workers to be employed shall be one juvenile to every four persons or fraction of four persons receiving not less than the rates for adult males other than apprentices.

HOURS.

5. (a) (i) The hours of duty for carvers, stonemasons (except when engaged in the setting of stone in buildings, or in erecting memorials), letter cutters, apprentices (except when engaged in the setting of stone in buildings or in erecting memorials), planing machine operators, and dry grinding machine operators who are engaged during any week on the working of sandstone and/or granite for more than four hours, shall for that week be 40 per week to be worked between the hours of 7.45 a.m. and 5.15 p.m. from Monday to Friday inclusive (with one hour off for meals).

(ii) The hours of duty for all other employees shall be 40 per week to be worked between the hours of 7.45 a.m. and 5.15 p.m. from Monday to Friday inclusive (with one hour off for meals) and 7.45 a.m. and noon on Saturdays.

(b) Where machinists, polishers, or sawyers are required to work shift-work the hours of duty shall be between 7 a.m. and 11 p.m., provided such hours are worked in two shifts with two sets of men. The first shift shall be from 7 a.m. to 3 p.m. at ordinary rates and the second shift from 3 p.m. to 11 p.m., during which the first three hours shall be paid at ordinary rates and the last five hours at time and a quarter.

(c) All time worked between 11 p.m. and 7 a.m. shall be paid for at double time.

OVERTIME.

6. All time worked outside the hours mentioned in sub-clause (a) of clause 5 of this Determination and not in accordance with sub-clauses (b) and (c) thereof, shall be overtime, and shall be paid for at the rate of time and a half.

COUNTRY WORK.

7. (a) Every employee on country work on buildings which necessitates his being away from home at night shall be paid 3s. 6d. per day extra, and all fares and travelling time both ways shall also be paid for.

(b) In monumental work the time in travelling shall be paid for at ordinary rates between the usual starting and finishing times from Melbourne, and all fares and reasonable expenses actually incurred shall be paid.

FARES.

8. All fares actually and reasonably incurred from and to established masonry works as centres or from and to the Melbourne Town Hall as a centre for building work, shall be paid by the employer.

PUBLIC HOLIDAYS.

9. The days upon which New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day are observed, shall be recognized as holidays.

SUNDAY AND HOLIDAY WORK.

10. All time worked on Sundays and on the public holidays mentioned in clause 9 hereof, shall be paid for at the rate of double time.

WET WEATHER.

10A. If the employer or his representative and the employee or employees performing setting work agree that wet weather makes it impossible to continue such work, alternative work shall be provided by the employer failing which the employee or employees on the job shall be paid for the time so lost.

TOOLS.

11. (a) The employer shall provide all claw bits and tools for granite and for basaltic stones except mash hammers, squares, pitching tools, and straight-edges up to 4 feet in length. If these tools are not provided, the employer shall pay 1d. per hour additional to the wage rate herein proscribed.

(b) Employers shall sharpen in a proper manner all necessary tools, and provide for the return of same to the masons at intervals of not more than two days. On completion of engagement all tools shall be sharpened or an allowance made in lieu thereof.

(c) The employer shall provide for all pneumatic surfacing machines, jet sprays or other suitable device for wetting stone.

BANKER'S SPACE.

12. (a) The space between bankers (not stone to stone) on which masons are working cutting freestone, shall not be less than 4 feet, and on all hardstones not less than 6 feet.

(b) No banker shall be nearer than 15 feet to the cutters of a planing machine or to frame saw or nearer than twenty-five feet to a surfacing machine unless adequate protection by screens is provided.

HOT WATER AND ACCOMMODATION.

13. The employer shall provide hot water and suitable sanitary accommodation. On all works suitable working shelter sheds shall be provided.

At their permanently established works the employers shall provide—to accommodate the average number of employees calculated for the twelve months ending on the 30th day of September, in each year a shed or room equipped with table and forms for meals, hanging space and hooks for clothes, and washbasin or basins, and a rubbish receptacle, and shall sweep the shed or room provided that the employees shall keep the building fittings and contents tidy and in good order and condition.

This sub-clause not to become operative until labour and materials are available.

DEFINITIONS.

14. (a) "Stonemason". The dressing and/or setting of all kinds of masonry is regarded as masons work, but if no mason be immediately available a competent tradesman may set plain sills, steps, templates, window or door heads.

(b) "Carvers" are those who carve any kind of stonework which does not come within the definition of stonemasonry in sub-clause (a) hereof, for the decoration of buildings or other stonework, from a model or freehand design.

(c) "Lettercutters" are those who mark out, cut or finish letters in any kind of stone.

(d) "Polishers" are those who do all gritting, facing or polishing necessary on trachyte, granite, marble, terazzo, or other similar stones or compositions.

(e) "Foreman" is a man placed in charge of at least three adult workers under this Determination and who supervises the execution and output of work.

(f) "Assistant" means a labourer engaged and/or employed in the monumental industry.

(g) "Juvenile worker" means a person under 21 years of age engaged in the stonecutting industry but not as a stonecutter.

(h) "Monumental". The term monumental shall mean pertaining to public memorials or monuments erected in cemeteries or churches.

(i) "Frame saw machinists" are men who fix the blades and superintend the correct cutting of the stone.

(j) "Carborundum machinists" are men who operate high speed carborundum machines. "Carborundum machinist on moulding work" shall mean the machinist on a carborundum machine where the carborundum machine used is cut to a shape and is not a square wheel.

(k) "Lathe machinists" are men operating any power-driven lathe or turning machine except when polishing.

(l) "Planer machinists" are men engaged operating any planer machine for the dressing of stone work.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates set out in clause 2 hereof 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 in clause 16. The rates for apprentices and juvenile workers shall be adjusted in proportion at the same time as the rates prescribed in clause 2.

Basic Wage.

Place	Needs Basic Wage (Adjustable)	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 2 0	s. d. 6 0	£ s. d. 5 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (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 15.

(c) During each future successive period of six months beginning with the first pay period to commence in a February or an August, the amount of the needs basic wage shall be adjusted by the following method namely by multiplying the published Commonwealth Statistician's "all items" retail price index number for the half year next preceding the adjustment 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, 3rd December, 1947.