

**DETERMINATION OF THE BRICKLAYERS BOARD.**

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**NOTE.**

A 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.

6263/48.

(b)

*Other Employees.—PER WEEK.*

|  | Per Week.    | Per Hour.    |
|--|--------------|--------------|
|  | <i>s. d.</i> | <i>s. d.</i> |
| (1) Foreman bricklayer in charge of three or more employees (see clause 21)  |              |              |
| (2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling   | 197 5        | 4 11½        |
| (3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal— |              |              |
| (a) Where the temperature does not exceed 120° Fahrenheit  | 223 7        | 5 7          |
| (b) Where the temperature exceeds 120° Fahrenheit  | 256 2        | 6 4½         |
| (4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—  |              |              |
| (a) Where the temperature does not exceed 120° Fahrenheit  | 223 7        | 5 7          |
| (b) Where the temperature exceeds 120° Fahrenheit  | 256 2        | 6 4½         |
| (5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same                   | 201 9        | 5 0½         |
| (6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork   | 256 2        | 6 4½         |
| (7) Bricklayers laying glass bricks  | 190 10       | 4 9½         |
| (8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)   | 198 2        | 4 11½        |
| (9) All other bricklayers  | 190 10       | 4 9½         |
| (10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings   | 190 10       | 4 9½         |
| Bricklayers employed building chimney stacks shall be paid—  |              |              |
| Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.   |              |              |
| And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.   |              |              |
| Bricklayers employed laying cement blocks (other than cinderrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus 7d. per hour           |              |              |

\* NOTE.—Section 151, Act 3677, reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of prices any piecework shall not be deemed to be payment or part payment of any such wages."

**DIRTY WORK.**

3. Bricklayers employed at work as described in clause 2 (b), classifications (2), (3), (4), (6), and (8), which is of an unusually dirty nature shall be allowed 10 minutes as washing time on completion of each day's work.

**WORKING IN EXCESSIVE HEAT.**

4. When a bricklayer in the last two hours of his day's work is working in artificial heat exceeding 120° Fah. he shall be allowed ten minutes of working time in which to cool off.

**HOURS.**

5. 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 48 minutes Monday to Friday inclusive or 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 42 minutes.

**OVERTIME.**

6. (a) Persons employed on sewerage work, drainage work, or underground work not connected with building construction, shall be paid:—

For work done in excess of 40 hours in any week .. .. . Time and a half.

(b) Persons employed on any other work shall be paid:—

For work done within the hours fixed as the time of beginning and ending work—

(i) In excess of 4 hours on the day on which the half-holiday is usually observed and 8 hours on the other working days of the week .. .. . Time and a half.

(ii) In excess of 40 hours in any week .. .. . Time and a half.

For work done on the weekly half-holiday after noon .. .. . Double time.

For work done on the other working days of the week—

Between the time of ending work as prescribed in clause 5 and 8 p.m. .. .. . Time and a half.

Between 8 p.m. and midnight .. .. . Double time.

Between midnight and the time of commencing work as prescribed in clause 5 .. .. . Double time.

Provided that where an employee commences work at or before midnight and continues such work after the usual time for commencing work on the ensuing day, he shall be entitled to be paid at the rate of double time until the completion of such period of continuous work.

**INCLEMENT WEATHER.**

7. 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.

8. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (or Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

|  | s. | d.        |
|--|----|-----------|
| 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 |

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 9 (a) of this Part 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.

9. (a) When distance and/or travelling facilities reasonably prevent an employee going 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—

|  | s. | d.         |
|--|----|------------|
| 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 8 (a) of this Part 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.

10. 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.

## WORK ON SUNDAYS AND PUBLIC HOLIDAYS.

11. Double time shall be paid for work performed on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

## EXCESS OF HOURS.

12. 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.

13. (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.

14. (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 of 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 which he has then qualified on the basis of 1/13th of a week's wages in respect of each 80 hours' consecutive service (exclusive of overtime) during his current qualifying twelve-monthly period.

#### FIRST-AID OUTFIT.

15. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

#### TRANSPORT.

16. If an employee is required to work overtime or on a Sunday or holiday (mentioned in clause 11) and no regular means of conveyance is available the employer shall at the request of the employee provide suitable transport to convey him to the job or to his residence as the case may be. If the employer fails to provide such transport he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

#### PAYMENT OF WAGES.

17. Wages, allowances, and other money due shall be paid not later than the time of ceasing work on Thursday<sup>2</sup> of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages allowances, and other monies shall be paid at the time of dismissal.

#### INSPECTION OF TIME SHEETS AND BOOKS.

18. 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 a person nominated by the Victorian Operative Bricklayers Society and approved by the Secretary for Labour, provided that 24 hours' notice of such inspection is given to the employer.

#### TOOLS.

19. Each employer shall provide at the works a safe and suitable place for the tools of his employees.

#### SHELTER.

20. Each employer shall provide suitable dressing accommodation with a dry floor, and including seating, on all jobs unless it is impracticable to do so due to site conditions or building regulations. Where three or more men are employed, and the work is estimated to last one week or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of building materials.

#### FOREMAN AND LEADING HAND.

21. (a) Where three or more journeymen bricklayers are employed on any job one shall be a foreman and entitled to the additional rate prescribed in sub-clause (c) of this clause.

(b) In addition to a foreman bricklayer, where the work under construction is performed by journeymen bricklayers working in groups, or in the form of separate units, for every ten journeymen bricklayers employed under a foreman (as defined in sub-clause (a) hereof), at least one of such bricklayers shall be classified as a leading hand, and paid the additional rate prescribed in sub-clause (c) of this clause.

(c) A foreman bricklayer or a leading hand shall be entitled to the following rate in addition to the ordinary rate prescribed for the highest class of work done under his supervision as follows:—

Foreman bricklayer—

|  |    |    |    |               |
|--|----|----|----|---------------|
| (i) In charge of three and not more than nine journeymen bricklayers | .. | .. | .. | 4d. per hour  |
| (ii) In charge of ten or more journeymen bricklayers                 | .. | .. | .. | 8d. per hour  |
| Leading hand   | .. | .. | .. | 2½d. per hour |

#### TERMINATION OF EMPLOYMENT.

22. 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.

23. The provisions of clause 22 of this Part shall not apply to the employment of apprentices.

### PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2. (a)

#### \* WAGES.

| Apprentices.—PER WEEK.  |    |    |    |    | Improvers.—PER WEEK.   |                   |                    |       |
|---|----|----|----|----|--|-------------------|--------------------|-------|
|   |    |    |    |    | Weekly Rate.   | War Time Loading. | Total Weekly Wage. |       |
|   |    |    |    |    | s. d.  | s. d.             | s. d.              | s. d. |
| 1st year  | .. | .. | .. | .. | 33 0   | 26 0              | 1 0                | 27 0  |
| 2nd year  | .. | .. | .. | .. | 44 6   | 37 6              | 1 6                | 39 0  |
| 3rd year  | .. | .. | .. | .. | 61 6   | 54 3              | 2 0                | 56 3  |
| 4th year  | .. | .. | .. | .. | 85 6   | 87 9              | 3 0                | 90 9  |
| 5th year  | .. | .. | .. | .. | 112 0  | 112 9             | 4 0                | 116 9 |
|   |    |    |    |    |  | 129 3             | 4 6                | 133 9 |
| PROPORTION (IN ANY PLACE).  |    |    |    |    | PROPORTION (IN ANY PLACE).   |                   |                    |       |
| One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 186s. 6d. per week. |    |    |    |    | One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 186s. 6d. per week. |                   |                    |       |
| An amended indenture of apprenticeship was approved on 7th September, 1940.   |    |    |    |    |  |                   |                    |       |

(b)

*Other Employees.—PER WEEK.*

|  | Per Week.    | Per Hour.    |
|--|--------------|--------------|
|  | <i>s. d.</i> | <i>s. d.</i> |
| (1) Foreman bricklayer in charge of three or more employees (see clause 12)  |              |              |
| (2) Bricklayers employed on sewerage work, drainage work, or underground work not connected with building construction   | 197 5        | 4 11½        |
| (3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal— |              |              |
| (a) Where the temperature does not exceed 120° Fahrenheit  | 219 3        | 5 5½         |
| (b) Where the temperature exceeds 120° Fahrenheit  | 251 10       | 6 3½         |
| (4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—  |              |              |
| (a) Where the temperature does not exceed 120° Fahrenheit  | 219 3        | 5 5½         |
| (b) Where the temperature exceeds 120° Fahrenheit  | 251 10       | 6 3½         |
| (5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same                   | 197 5        | 4 11½        |
| (6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork   | 251 10       | 6 3½         |
| (7) Bricklayers laying glass bricks  | 186 6        | 4 8          |
| (8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)   | 193 10       | 4 10½        |
| (9) All other bricklayers  | 186 6        | 4 8          |
| (10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings   | 186 6        | 4 8          |
| Bricklayers employed building chimney stacks shall be paid—  |              |              |
| Over 50 feet to 100 feet, at the rate of 7/6 per week extra.   |              |              |
| And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.   |              |              |
| Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus 7d per hour.          |              |              |

(c) Notwithstanding anything contained in clause 2 (b) of this Part any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 4s. 8d. per week.

\* NOTE.—Section 151, Act 3677, reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

*DIRTY WORK.*

3. Bricklayers employed at work as described in clause 2 (b), classifications (2), (3), (4), (6), and (8), which is of an unusually dirty nature shall be allowed 10 minutes as washing time on completion of each day's work.

*ALLOWANCES.**Fares.*

4. (a) An amount of 3s. 6d. per week shall be made in lieu of fares on all work performed within 12 miles of the Post Office at the corner of Bourke and Elizabeth streets, Melbourne, or the principal Post Offices of the cities of Ballarat, Bendigo or Geelong. When work is performed outside that area an employee shall be paid all fares necessarily incurred in travelling to and from the job to and from his residence.

When an employee is engaged to work at such a distance that he is unable to return to his residence the same night he shall be paid, in addition to any other rates to which he is entitled:—

(i) When the time occupied on the job is less than a working week, 10s. per day, and when such time is in excess of a working week, an allowance at the rate of £2 2s. per week. The amounts prescribed herein shall not be payable if suitable board and lodging has been provided by the employer.

(ii) The fares necessarily expended, in addition to travelling time at ordinary rates.

Sub-clauses (i) and (ii) of this clause shall not apply to an employee unless he notifies the employer or his representative of his place of residence before being engaged.

*Travelling.*

(b) A travelling allowance of 1s. 4d. per day, as compensation for time lost in going to, and returning from work, shall be paid to each employee for each day he attends for work on the job at which he is for the time being engaged.

*Inclement Weather.*

(c) Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, not exceeding the equivalent of eight hours' pay in any one week. The question as to whether weather is inclement shall be a matter of agreement between the employer, or his representative on the job, and a representative of the men on such job. An employee shall not be entitled to payment as provided in this sub-clause unless he remains on the job until a decision to cease work has been arrived at between the representatives mentioned.

*PAYMENT OF WAGES.*

5. (a) All wages due shall be paid not later than Thursday in each week.

(b) An employer shall not keep more than one day's pay in hand.

(c) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, or paid by post or otherwise within 24 hours thereafter. If wages are not paid within the time prescribed in this paragraph, the employee shall be deemed to continue to be employed at ordinary rates until such wages are paid.

(d) All other wages shall be paid during ordinary working hours.

## TIME OF BEGINNING AND ENDING WORK.

6. The times of beginning and ending work for persons (other than those employed on sewerage work, drainage work, or underground work not connected with building construction) shall be :—

(a) Within the following part of the city of Melbourne, namely, in Flinders-street, Spencer-street, Victoria-street, and Spring-street, and within the area enclosed by such streets :—

| Time of Beginning. |       | Time of Ending. |                             |
|--------------------|-------|-----------------|-----------------------------|
| 8 a.m.             | .. .. | 5 p.m.          | Monday to Friday inclusive. |
| 8 a.m.             | .. .. | noon            | on Saturday.                |

(b) All other places—

| Time of Beginning. |       | Time of Ending. |   |
|--------------------|-------|-----------------|---|
| 7.45 a.m.          | .. .. | 5.15 p.m.       | on each of five days in the week.   |
| 7.45 a.m.          | .. .. | noon            | on the other working day of the week on which the half-holiday is usually observed. |

## OVERTIME.

7. (a) Persons employed on sewerage work, drainage work, or underground work not connected with building construction shall be paid :—

For work done in excess of 40 hours in any week .. .. Time and a half.

(b) Persons employed on any other work shall be paid :—

For work done within the hours fixed as the time of beginning and ending work—

(i) In excess of 4 hours on the day on which the half-holiday is usually observed and 8 hours on the other working days of the week .. .. Time and a half.

(ii) In excess of 40 hours in any week .. .. Time and a half.

For work done on the weekly half-holiday after noon .. .. Double time.

For work done on the other working days of the week—

Between the time of ending work as prescribed in clause 6 and 8 p.m. .. .. Time and a half.

Between 8 p.m. and midnight .. .. Double time.

Between midnight and the time of commencing work as prescribed in clause 6 .. .. Double time.

Provided that where an employee commences work at or before midnight and continues such work after the usual time for commencing work on the ensuing day, he shall be entitled to be paid at the rate of double time until the completion of such period of continuous work.

## REST INTERVAL.

8. There shall be an interval of ten minutes at a time fixed by the employer between 9.30 a.m. and 10 a.m. for rest on each day Monday to Friday inclusive in each week for each employee, such time to count as time worked. Boiling water for tea shall be provided by the employer for the employee during such interval if the employee so desires.

## FIRST-AID OUTFIT.

9. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

## TRANSPORT.

10. If an employee is required to work overtime or on a Sunday or holiday (mentioned in clause 16) and no regular means of conveyance is available the employer shall at the request of the employee provide suitable transport to convey him to the job or to his residence as the case may be. If the employer fails to provide such transport he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

## TERMINATION OF EMPLOYMENT.

11. 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.

## FOREMAN AND LEADING HAND.

12. (a) Where three or more journeymen bricklayers are employed on any job one shall be a foreman and entitled to the additional rate prescribed in sub-clause (c) of this clause.

(b) In addition to a foreman bricklayer, where the work under construction is performed by journeymen bricklayers working in groups, or in the form of separate units, for every ten journeymen bricklayers employed under a foreman (as defined in sub-clause (a) hereof), at least one of such bricklayers shall be classified as a leading hand, and paid the additional rate prescribed in sub-clause (c) of this clause.

(c) A foreman bricklayer or a leading hand shall be entitled to the following rate in addition to the ordinary rate prescribed for the highest class of work done under his supervision as follows :—

Foreman bricklayer—

|  |       |      |          |
|--|-------|------|----------|
| (i) In charge of three and not more than nine journeymen bricklayers | .. .. | 4d.  | per hour |
| (ii) In charge of ten or more journeymen bricklayers                 | .. .. | 8d.  | per hour |
| Leading hand   | .. .. | 2½d. | per hour |

## TOOLS.

13. Each employer shall provide at the works a safe and suitable place for the tools of his employees.

## SHELTER.

14. Each employer shall provide suitable dressing accommodation with a dry floor, and including seating, on all jobs unless it is impracticable to do so due to site conditions or building regulations. Where three or more men are employed, and the work is estimated to last one week or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of building materials.

## WORKING IN EXCESSIVE HEAT.

15. When a bricklayer in the last two hours of his day's work is working in artificial heat exceeding 120° Fah. he shall be allowed ten minutes of working time in which to cool off.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

16. All work done on—Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day—shall be paid for at the rate of double time; but if any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for the day so substituted.

## ANNUAL HOLIDAY.

17. 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.

## ADDITIONAL ANNUAL AND SICK LEAVE FOR SPECIAL CIRCUMSTANCES.

18. When it is a constant condition of employment that an employee in a "Mixed Industry" is continuously required to work or be on call for work on week ends (i.e., Saturdays and Sundays), such employee shall be entitled to:—

- (a) one week's additional leave with pay, and
- (b) payment for a maximum of 40 hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum of 120 hours for sickness. For the purposes of sub-clause (b) hereof service prior to the 1st July, 1945, shall be disregarded. "Mixed Industry" means an industry where the work performed by bricklayers (that is, any work to which this Determination applies) is subsidiary and auxiliary to the chief and principal purpose and business of such industry.

## ALLOWANCE IN RESPECT OF MEALS.

19. 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.

## WAGE CONSTITUENTS.

| 20.  | ("All Other" Bricklayers.) |    |    |    |    |    |    |    |    |    | Per Week. |
|--|----------------------------|----|----|----|----|----|----|----|----|----|-----------|
|  |                            |    |    |    |    |    |    |    |    |    | £ s. d.   |
| Basic wage .. .. .   | ..                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | 5 15 0    |
| War loading .. .. .  | ..                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0 6 0     |
| Margin .. .. .   | ..                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | 2 6 0     |
| Disabilities loading .. .. .   | ..                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0 5 6     |
| Tool allowance .. .. .   | ..                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0 4 0     |
| Allowance for two weeks for statutory holidays and one week's sick pay .. .. . | ..                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0 10 0    |
| Total .. .. .  | ..                         | .. | .. | .. | .. | .. | .. | .. | .. | .. | 9 6 6     |

## PART III.

1. This Part applies to all persons covered by the Determination.

## PERIODICAL ADJUSTMENT OF WAGES.

2. The wages rates for adults set out in clauses 2 of Part I. and Part II. hereof, 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 by the same amount and at the same time as such basic wage as prescribed in clause 3 of this Part. The wages of improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be calculated to the nearest 3d., half or less than half of 3d. to be disregarded. The rates of apprentices shall be in accordance with those prescribed by the Apprenticeship Commission from time to time.

## Basic Wage.

| Place.           | Needs Basic Wage (Adjustable). | Loading (Constant). | Total Basic Wage. | Index Number Set Assigned. |
|------------------|--------------------------------|---------------------|-------------------|----------------------------|
|                  | £ s. d.                        | s. d.               | £ s. d.           |                            |
| Victoria .. .. . | 5 9 0                          | 6 0                 | 5 15 0            | Melbourne                  |

## ADJUSTMENT OF BASIC WAGE.

3. (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 August, 1948, the amounts of the Basic Wage shall be as prescribed in clause 2 of this Part.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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.

## ADJUSTMENT OF LOADINGS.

4. The existing loading of 10s. per week in Part II. of the Determination as an allowance for two weeks for statutory holidays and one week's sick pay is based upon a Needs Basic Wage Group of 107s. to 112s. per week, and shall be automatically adjusted by increasing or decreasing the allowance by 6d. for each increase or decrease of 5s. (in the aggregate) of such Needs Basic Wage Group as shown in the schedule hereunder:—

| Basic Wage Group.                         | Total Loadings Payable. |
|---|-------------------------|
| 89s. to 94s. (inclusive) per week .. .. . | 8s. 6d. per week        |
| 95s. to 100s. " " .. .. .                 | 9s. 0d. "               |
| 101s. to 106s. " " .. .. .                | 9s. 6d. "               |
| 107s. to 112s. " " .. .. .                | 10s. 0d. "              |
| 113s. to 118s. " " .. .. .                | 10s. 6d. "              |

Any extension of this table must be of the same construction as the table.

Should any increase or decrease of the loadings take place as the result of the operation of this clause, a corresponding increase or decrease as the case may be shall be made in the ordinary wages rates prescribed in clause 2 (b) of Part II.

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

J. W. RYAN, Secretary.

Melbourne, 27th May, 1948.