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Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
16th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

BRICKLAYERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 874 of the 27th August, 1951, shall be replaced by the following clause:—

* WAGES.

2 (a)

Apprentices and Improvers.

<i>Apprentices.—PER WEEK.</i>					<i>Improvers.—PER WEEK.</i>				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Weekly Rate.	—	Percentage of Basic Wage.	Weekly Rate.	War Time Loading.	Total Weekly Rate.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	29	66 6	2 8	69 2	1st six months ..	23	52 6	1 0	53 6
2nd year ..	38	87 0	5 4	92 4	2nd six months ..	33	75 6	1 6	77 0
3rd year ..	53	121 6	8 0	129 6	2nd year ..	48	110 0	2 0	112 0
4th year ..	76	174 0	10 8	184 8	3rd year ..	77	176 6	3 0	179 6
5th year ..	98	224 6	13 4	237 10	4th year ..	98	224 6	4 0	228 6
					5th year ..	100 plus 14s.	243 0	4 6	247 6

PROPORTION (IN ANY PLACE). . .

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 315s. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 315s. 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."

No. 47.—984/53.—PRICE 3d.

(b)

Other Employees.

SECTION "A".

This Section applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
(ii) to employment in workshops.

	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 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	325 10	8 1½
(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	345 0	8 7½
(b) Where the temperature exceeds 120° Fahrenheit	365 0	9 1½
(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	345 0	8 7½
(b) Where the temperature exceeds 120° Fahrenheit	365 0	9 1½
(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	325 10	8 1½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	365 0	9 1½
(7) Bricklayers laying glass bricks	315 0	7 10½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	322 4	8 0½
(9) All other bricklayers	315 0	7 10½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	315 0	7 10½
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 cinderete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

SECTION "B".

This Section applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Section "A" hereof.

	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 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	319 2	7 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	338 6	8 5½
(b) Where the temperature exceeds 120° Fahrenheit	358 6	8 11½
(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	338 6	8 5½
(b) Where the temperature exceeds 120° Fahrenheit	358 6	8 11½
(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	319 2	7 11½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	358 6	8 11½
(7) Bricklayers laying glass bricks	308 4	7 8½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	315 8	7 10½
(9) All other bricklayers	308 4	7 8½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings ..	308 4	7 8½
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 cinderete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40lb., 9d. per hour.		

Notwithstanding anything contained in this Section 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 the appropriate rate or rates prescribed in Section "A" hereof.

NOTE.—The amounts of the differences between the rates prescribed in Section "A" and Section "B" hereof are consequent on the differences in the methods of adjustment as prescribed in clause 26 hereof, due to the rates in the first mentioned Section including a loading for "following the job."

(c)

Special Allowances.

In addition to the rates hereinbefore prescribed in this clause the following special allowances shall be paid, provided that the provisions of paragraphs (i), (ii), and (iii) hereof shall apply only to bricklayers doing work classified under classifications (7) and (9) of Sections "A" and "B" of sub-clause (b).

(i) *Wet Places.*—An employee working in any place where his clothing or boots become saturated whether by water, concrete, or otherwise shall be paid 3d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate per hour for the whole of the day or shift if he is required to work in wet clothing or boots.

(ii) *Confined Space.*—An employee required to work in a confined space (i.e., a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the bricklaying trade) shall be paid 3d. per hour whilst so employed.

(iii) *Dirty Work.*—An employee working at dirty work, that is work concerning which the employer or his foreman agree that it is of an unusually dirty or offensive nature, shall be paid for the period of such work at the rate of 3d. per hour extra.

(iv) *Casual Labour.*—Casual employee (i.e., an employee employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary rate hourly with an addition of 10 per centum.

(v) *Employee Reporting for Duty.*—An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

(vi) *Waiting Time.*—An employee who is required to attend for work and is kept waiting to commence work by instructions of the employer or his representative, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

Clauses, other than clause 2, of the said Determination shall remain in force.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and the role of the auditor in ensuring the integrity of the financial statements. It emphasizes the need for transparency and accountability in the reporting process.

2. The second part of the document outlines the specific procedures and standards that must be followed during the audit process. This includes the selection of samples, the use of statistical methods, and the application of professional judgment.

3. The third part of the document addresses the challenges faced by auditors in the current business environment. It highlights the increasing complexity of financial transactions and the need for continuous professional development to stay current in the field.

4. The fourth part of the document provides a detailed analysis of the factors that can lead to audit failures. It examines the role of human error, the influence of external pressures, and the importance of a strong internal control system.

5. The fifth part of the document offers recommendations for improving the audit process and enhancing the reliability of financial reporting. It suggests the implementation of new technologies, the strengthening of regulatory frameworks, and the promotion of a culture of integrity and ethical behavior.

6. The sixth part of the document concludes by summarizing the key findings and reiterating the importance of the audit function in maintaining the confidence of investors and the public in the financial system.