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VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE CEMENT 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 which now has power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of—

- (a) making Portland cement,
- (b) quarrying or preparing the raw materials for Portland cement,
- (c) extracting potash salts from the by-products of Portland cement”

has made the following Determination namely:—

1. That as from the 7th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

APPRENTICES AND IMPROVERS.

	(a) CEMENT WORKS.			
	Wages per Week.			
	Percentage of Basic Wage.	Rate.	Plus War Loading.	Total Wage.
	%	s. d.	s. d.	s. d.
Under 16 years of age	43	102 0	2 0	104 0
Under 17 years of age	53	125 6	2 9	128 3
Under 18 years of age	61	144 6	3 3	147 9
Under 19 years of age	74	175 6	4 0	179 6
Under 20 years of age	84	199 0	4 3	203 3
Under 21 years of age	95	225 0	5 0	230 0

(b) The wages for apprentices and improvers shall be the appropriate rates prescribed for cement works plus 7s. per week.

PROPORTION (in any factory or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

Improvers.

One improver to every five or fraction of five workers receiving not less than the minimum wage.

OTHER EMPLOYEES (MALES).

(a)	Cement Works.	*Wages per Week.		
		Rate.	Plus War Loading.	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
	Cement Burner	295 0	6 0	301 0
	Tester on Slurry Controls	290 0	6 0	296 0
	Miller	287 6	6 0	293 6
	Coal Drier	287 6	6 0	293 6
	Potash plant attendant	283 6	6 0	289 6
	Loader in railway trucks at bagging sheds	292 0	6 0	298 0
	Machine Bag Filler	292 0	6 0	298 0
	Electrostatic Precipitator Attendant	280 0	6 0	286 0
	Pipe Line Attendant	270 0	6 0	276 0
	Slurry Tank Attendant	280 0	6 0	286 0
	Mammoth Crusher Attendant	305 6	6 0	311 6
	Mammoth Crusher Assistant	275 6	6 0	281 6
	Truck Trimmer	268 0	6 0	274 0
	Truck Cleaner	266 0	6 0	272 0
	Cleaner (other)	264 0	6 0	270 0
	Truck Tarper	272 6	6 0	278 6
	Mill Room Helper	271 6	6 0	277 6
	Centrifuge Operator	275 6	6 0	281 6
	Potash Residue Attendant	272 0	6 0	278 0
	Experienced Factory Operative	266 6	6 0	272 6
	Train Attendant	275 0	6 0	281 0
	All others	243 0	6 0	249 0

(b)	Quarries.	Rate.	Plus War Loading.	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
	Powder Monkey	312 0	6 0	318 0
	Jack Hammerman	312 0	6 0	318 0
	Platelay	288 6	6 0	294 6
	Bankman	286 0	6 0	292 0
	Underground Quarryman	300 0	6 0	306 0
	Pump Attendant	291 0	6 0	297 0
	Signal Attendant	275 0	6 0	281 0
	Leverman	272 6	6 0	278 6
	Dump Man	275 0	6 0	281 0
	String Puller	270 0	6 0	276 0
	Switch Attendant	270 0	6 0	276 0
	Dray Attendant	274 6	6 0	280 6
	All others	250 0	6 0	256 0

LEADING HANDS.

(c) In addition to the appropriate wages rate prescribed in sub-clauses (a) or (b) hereof a Leading Hand shall be entitled to the following allowance:—

If in charge of 4 or less men	1/- per day.
If in charge of 5 to 8 men	1/6 per day.
If in charge of 9 men or more	2/- per day.

RATE FOR SHIFT WORK.

3. Underground Quarrymen shall receive 9d. per week in addition to their ordinary wage whilst employed on afternoon or night shift.

For other adult employees the extra rate for afternoon or night shift shall be an additional 12½ per cent. of the "All Others" rate for the section in which they are employed.

EXTRA RATES.

4. (a) Any person in Cement Works who is employed inside kilns or mills to reline same or who is required to work in Cement, Slurry Silos, or in the main coal bunker, shall be paid 6d. per hour in addition to the ordinary rate.

(b) Any person employed as an Underground Quarryman shall, when it becomes necessary for him to work in wet conditions, be paid 1s. per day extra.

(c) Any person employed on refractory work on new kilns shall be paid 6s. per week above the minimum wage.

(d) A "Train Attendant" required to operate continuously through a tunnel shall receive an additional 8/6 per week.

(e) Any person working on the lime stone face shall be paid an additional allowance at the rate of 10/- per week.

OVERTIME.

5. The ordinary hours shall be 40 per week, worked in five shifts of eight hours each, and any shifts worked in excess of such five shifts per week shall be paid for at time and a half. Provided further that any shift worker who is called upon to work any shift normally outside of his rostered shifts, shall be paid for any such shift at the rate of time and a half for the first two hours and double time thereafter. Provided further that the provisions of this clause shall not operate in the case of mutual arrangements made between employees.

Shift workers—All overtime in excess of the number of hours ordinarily worked per shift shall be paid for at the rate of time and a half.

Other workers—All time worked on a Saturday and all overtime worked in excess of the number of hours ordinarily worked per day shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

An employee recalled to work after the expiration of his customary working time or on a Saturday shall be paid for a minimum of two hours' work at the appropriate overtime rate.

EMPLOYMENT FOR LESS THAN FULL WEEK.

6. Employees who work less than 40 hours in any week may be paid the ordinary wages rate calculated pro rata according to the number of hours worked.

SHIFTS.

7. (a) The hour of beginning and the hour of ending each shift shall be as follows:—

								Time of beginning not earlier than:—	Time of ending not later than:—
Day Shift	..	..	..	..	..	..	..	7.30 a.m.	5 p.m.
Afternoon Shift	..	..	..	..	..	..	..	4 p.m.	2 a.m.
Night Shift	..	..	..	..	..	..	..	midnight	8 a.m.

When any of the employees performing the work of a tester on slurry controls is a female the hours of beginning and ending shifts may be varied as required after consultation with the employees concerned.

Provided that the hours of work on Saturday in Cement Works for persons employed continuously on day shift shall be as follows:—

7.30 a.m. noon.

(b) The higher rate to be paid for each hour or fraction of an hour worked by an employee, other than an Underground Drainer, before or after his shift shall be time and a half.

WEEK-END PENALTY RATES FOR SHIFT WORKERS.

8. Ordinary shift hours worked between midnight on Friday, and midnight on Saturday shall be paid for at the rate of time and a quarter, and all time worked between midnight on Saturday, and midnight on Sunday shall be paid for at the rate of double time.

SPECIAL RATES.

9. Work done on Sundays by day workers (other than underground drainers) shall be paid for at the rate of double time, and double time shall be the rate payable for work done by all persons on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen'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 special rate shall be payable only for work done on the day so substituted. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

HOLIDAYS.

10. An employee not required to work on any of the public holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays mentioned in clause 9, shall, provided that he works on the working day immediately prior to, and the working day immediately following any such holiday or holidays, be entitled to be absent without deduction of pay.

ANZAC DAY.

11. Where the incidence of Anzac Day is such as to prevent an employee from working his ordinary normal hours of work, then he shall be paid for the time so lost.

SICK LEAVE.

12. (a) An employee who is absent from his work on account of personal illness, or on account of injury by accident, 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 workers' compensation.

(ii) 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.

(iii) He shall prove to the satisfaction of his employer 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.

(iv) He shall be entitled to sick leave not exceeding 40 hours of working time in any year, provided however, that when employment is commenced subsequent to the 1st day of June in any year, he shall be entitled to sick leave for such year at the rate of 10 hours of working time for each completed three months of continuous employment in such year.

(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 120 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.

For the purpose of this sub-clause service prior to the 1st June, 1946, shall be disregarded.

(c) "Year" means the period between the 1st day of June, in each year and the next 31st day of May.

ANNUAL HOLIDAY.

13. (a) The annual holiday for an employee on weekly hiring, or a casual employee, 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.

(b) In addition to the above, seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven day shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by 3½ hours for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

RIGHT OF ENTRY OF UNION OFFICIALS.

14. A duly accredited representative of the Australian Workers' Union not more than once a fortnight 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 for the purpose of interviewing employees on legitimate union business.

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

DEFINITION.

15. Experienced factory operative means an employee who is experienced in at least one classified section of the factory work but is for the time being not required to do such work.

PERIODICAL ADJUSTMENT OF WAGES.

16. 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 by the same amount and at the same time as such Basic Wage as prescribed by clause 17.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (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, 1954, the amount of the basic wage shall be as prescribed in clause 16.

(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 .103 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.

(d) The adjustable wages of apprentices and improvers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

18. In addition to the total basic wage set out in clause 16, the rates set out in clauses 2 (a) and (b) for "Other employees (males)" contain margins as follows:—

(a)	Cement Works.	Margin.
		£ s. d.
Cement Burner		2 18 0
Tester on Slurry Controls		2 13 0
Miller		2 10 6
Coal Drier		2 10 6
Potash plant attendant		2 6 6
Loader in railway trucks at bagging sheds		2 15 0
Machine Bag Filler		2 15 0
Electrostatic Precipitator Attendant		2 3 0
Pipe Line Attendant		1 13 0
Slurry Tank Attendant		2 3 0
Mammoth Crusher Attendant		3 8 6
Mammoth Crusher Assistant		1 18 6
Truck Trimmer		1 11 0
Truck Cleaner		1 9 0
Cleaner (other)		1 7 0
Truck Tarper		1 15 6
Mill Room Helper		1 14 6
Centrifuge Operator		1 18 6
Potash Residue Attendant		1 15 0
Experienced Factory Operative		1 9 6
Train Attendant		1 18 0
All others		0 6 0

Female testers on slurry controls shall be paid 54 per cent. of the gross male rate.

(b)	Quarries.	Margin.
		£ s. d.
Powder Monkey		3 15 0
Jack Hammerman		3 15 0
Platelayer		2 11 6
Bankman		2 9 0
Underground Quarryman		3 3 0
Pump Attendant		2 14 0
Signal Attendant		1 18 0
Leverman		1 15 6
Dump Man		1 18 0
String Puller		1 13 0
Switch Attendant		1 13 0
Dray Attendant		1 17 6
All others		0 13 0

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

J. W. RYAN, Secretary.

Melbourne, 7th December, 1953.