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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE MINING ENGINE-DRIVERS 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, since 16th April, 1935, has had the power to determine the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about mines or in or about plants for crushing metalliferous ores,
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines, compressed air engines, or electrical engines in or about mines or in or about plants for crushing metalliferous ores,

has made the following Determination, namely:—

1. That as from the 17th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

2. (a)

Apprentices or Improvers.			Other Employees.		
			Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.		All Other Parts of Victoria.
	Percentage of Basic Wage.	s. d.		s. d.	s. d.
If under 16 years of age ..	47	111 6	Winding and haulage engine-drivers—		
16 and under 18 years of age	59	140 0	(a) If they sometimes or always raise or lower human beings ..	296 6	293 6
18 and under 19 years of age	73	173 0	(b) If they do not raise or lower human beings ..	290 6	287 6
19 and under 20 years of age	95	225 0	Winch drivers—		
20 years of age, minimum rate for class of work done.			(a) If working underground or on surface of mines, and they raise or lower human beings ..	276 6	273 6
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			(b) If working underground or on surface of mines, and they do not raise or lower human beings ..	272 0	269 0
			(c) On dredges ..	272 0	269 0

Shift workers shall be paid a shift allowance of 3s. per shift for each ordinary afternoon or night shift, the maximum payment for such shifts in all circumstances not to exceed 15s. per week. This shift allowance is not to be included in the wage rate for calculation of overtime payments.

WAGES PER WEEK OF 40 HOURS—*continued.*

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Mallock, Big River, Jameson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Waihalla, and Corryong Divisions of the Mining District of Beshworth.	All Other Parts of Victoria.
PROPORTION.	Other drivers—	<i>s. d.</i>	<i>s. d.</i>
<i>Apprentices.</i>	(a) Attending to a steam engine with condenser attached	282 6	279 6
One apprentice to every three or fraction of three workers receiving not less than 255s. per week.	Attending to a steam engine without condenser	276 0	273 0
<i>Improvers.</i>	(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
One improver to every three workers receiving not less than 255s. per week.	(i) if 50 h.p. or over	276 0	273 0
	(ii) if under 50 h.p.	271 0	268 0
	Motor Drivers or Attendants—		
	On motors over 250 horse power	276 0	273 0
	On motors 100 horse power to 250 horse power inclusive	268 0	265 0
	On motors under 100 horse power	262 0	259 0
	Fireman	266 0	263 0
	Fireman—First class	271 0	268 0
	Greasers	262 0	259 0
	Engine cleaner	258 0	255 0
	Boiler cleaner	258 0	255 0
	Trimmer and/or Fuelman	258 0	255 0

Shift workers shall be paid a shift allowance of 3s. per shift for each ordinary afternoon or night shift, the maximum payment for such shifts in all circumstances not to exceed 15s. per week. This shift allowance is not to be included in the wage rate for calculation of overtime payments.

(b)

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

17 years of age	Percentage of Basic Wage.	<i>s. d.</i>
17 years of age	71	168 6 per week
18 " " "	85	201 6 "
19 " " "	94	223 0 "

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 255s. per week of 40 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

EXTRA RATES.

3. Extra rates payable, in addition to those mentioned in clause 2 :—

	<i>s. d.</i>
Engine-drivers or firemen who also attend an electric generator or dynamo (other than a dynamo for merely lighting the works)	0 0
Engine-drivers or firemen in charge of plant	9 0
When two firemen are employed on the plant at the one time, one shall be a leading fireman and shall be paid	4 6
Greasers, if under the supervision of an engine-driver, they stop and start engines	9 0
Winch drivers hauling up or down shafts where the haul exceeds 150 feet	4 6

An engine-driver or fireman who is responsible for repair work on any portion of the plant other than the packing of glands and the replacing of gauge glasses for the mounting of boilers, will be deemed to be in charge of the plant as stipulated herein and the 9s. referred to shall apply to each engine-driver and/or fireman employed on each shift.

Greasers doing engine-drivers' work other than starting and stopping engines under the supervision of an engine-driver, shall be paid engine-drivers' rates.

Any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall be paid whilst so employed, in addition to his ordinary or overtime rate, 9d. per hour extra.

WEEKLY ENGAGEMENT.

4. (a) Except as hereinafter provided all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees effected. Employment shall be terminated only by a week's notice being given on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases 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 break-down of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Provided that where an employer orders employees not to work on rainy days because of the state of the weather, such order shall not deprive such employees of their claim for payment under the weekly engagement, but if such employees cease work on rainy days without being ordered to do so they shall not be entitled to payment for time so lost.

(b) Any employee, competent to do the work he is engaged to do, who is employed for less than five days from the date he starts work, and is refused work or dismissed without any fault of his own shall be entitled to be paid for each day so worked 10 per cent. more than one-fortieth of the weekly rate prescribed by this Determination for the work performed by him, multiplied by the number of hours actually worked.

OVERTIME.

5. (NOTE.—Nothing in this clause shall apply to persons working underground in a coal mine.) Time and a half shall be paid to dayworkers for all work done on a Saturday and in excess of eight hours on days Monday to Friday (inclusive).

For work done by a shift-worker outside the ordinary hours of his shift, double time shall be paid. But this shall not apply to arrangements between the employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time. Such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

The hourly rate on which the overtime additional rates shall be computed shall be one-fortieth of the weekly rate prescribed in clause 2 for the class of work done.

In reckoning the time of duty any time necessarily occupied in raising steam, in starting up or closing down engines, or in banking fires, shall be included.

MEAL INTERVAL.

6. (a) Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 45 minutes nor more than one hour on all working days except Saturday. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

(b) Employees on shift work shall be given a meal interval of half-an-hour whilst "standing by" their engines. Such interval shall be included as part of the day's work, and if an employee is required for work during same he shall be paid for such work at the rate of time and a half.

SUNDAYS AND HOLIDAYS.

7. (a) For all other work performed on a Sunday or holiday, double time shall be paid.

(b) An employee shall be entitled to the following ten holidays without deduction of pay, viz. :—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Picnic Day, Christmas Day, and Boxing Day, or any day which by Act of Parliament or proclamation shall be substituted for any of the above-mentioned holidays, or any such other days not less than nine as the employer may substitute for the employee with the consent of the Union through its nearest local representative.

Provided that the day observed as Picnic Day by miners at any mine shall be the day so observed at such mine by employees subject to this Determination.

(c) In the event of an employee being called upon to work on any of the above holidays or substituted holidays, he shall be paid for each day so worked an additional sum of one-fifth of his ordinary weekly wage.

(d) Employees, other than on shift or engaged in maintaining the continuity of electric light or power required to work on Sundays and Public Holidays shall be paid for a minimum of three hours' work.

7A. 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 prescribed in clause 7 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

ANNUAL HOLIDAY.

8. (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.

SICK PAY.

9. All employees necessarily absent on account of sickness, or through an accident whilst at work, shall be entitled to leave equivalent to 40 hours of working time on full pay in each year of service, provided satisfactory evidence of such illness or accident is produced to the management within 24 hours of his first absence from work.

Provided that the balance of sick leave not taken shall accumulate from year to year and shall be available to the employee for a period of two years, but no longer, from the end of the year in which it accrues.

Sick pay shall be payable on the first pay day after becoming due.

HANDLING OF FUEL.

10. (a) Any Winding Engine-driver responsible for his own firing shall not be required to handle fuel stacked at a distance greater than 15 feet from the boiler furnace.

(b) A Trimmer and/or Fuelman shall mean and include any person handling fuel in and/or immediately adjacent to the boiler room of any mine.

First-Aid Outfit.

11. In places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees a first-aid ambulance chest equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest.
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petroleum, carbolyzed	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

DEFINITIONS.

12. (a) "Engine-driver" shall mean and include any person who operates or drives any engine or engines, the motive power of which is steam, and shall include the operator or driver of an internal combustion engine, a compressed air engine, or electrical engine.

(b) "Fireman—first-class" means a fireman who attends to two or more boilers or two or more suction gas generators or one or more boilers or one or more generators developing 1,000 i.h.p. in the aggregate, and includes the fireman of a steam navy or excavator.

(c) "Winding and haulage engine-driver" shall mean and include an engine-driver who takes charge of the principal winding plant or plants (other than a Holman or similar baby hoist) on or below the surface of a mine, whether the motor power is steam, air, water, gas, oil, or electricity.

(d) "Winch driver" shall mean and include an engine-driver (other than a winding or haulage engine-driver, as defined in sub-clause (b)) in charge of and working a geared winding engine.

PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates for adult males 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*, shall be automatically adjusted as prescribed in clause 14.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index number set assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d. 11 17 0	Melbourne
Within the Mining District of Gippsland, and Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Cooryong Divisions of the Mining District of Beechworth, the contemporaneous wage provided for Melbourne		
Within all other Districts of Victoria 3s. less than the contemporaneous wage provided for Melbourne.		

ADJUSTMENT OF BASIC WAGE.

14. (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 13.

(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 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.

Marginal Rates.

15. In addition to the basic wage provided in clause 13 the margins and further additional loading set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.	Further Additional Loading.
Winding and haulage engine-drivers—	s. d.	s. d.
(a) If they sometimes or always raise or lower human beings	54 6	5 0
(b) If they do not raise or lower human beings	48 6	5 0
Winch drivers—		
(a) If working underground or on surface of mines, and they raise or lower human beings	34 6	5 0
(b) If working underground or on surface of mines, and they do not raise or lower human beings	30 0	5 0
(c) On dredges	30 0	5 0
Other drivers—		
(a) Attending to a steam engine with condenser attached	40 6	5 0
Attending to a steam engine without condenser	34 0	5 0
(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
(i) if 50 h.p. or over	34 0	5 0
(ii) if under 50 h.p.	29 0	5 0
Motor Drivers or Attendants—		
On motors over 250 horse power	34 0	5 0
On motors 100 horse power to 250 horse power inclusive	26 0	5 0
On motors under 100 horse power	20 0	5 0
Fireman	24 0	5 0
Fireman—First-class	29 0	5 0
Greasers	20 0	5 0
Engine Cleaner	16 0	5 0
Boiler Cleaner	16 0	5 0
Trimmer and/or Fuelman	16 0	5 0

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 17th December, 1953.