



VICTORIA GOVERNMENT GAZETTE

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[1910.]

Factories and Shops Acts.

DETERMINATION OF THE PLUMBERS BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) Employed either inside or outside a factory or work-room in the process, trade, or business of a plumber or gasfitter;
- (b) Wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings

has made the following Determination, namely :—

1. WAGES RATES.

That the lowest prices or rates payable to the following classes of persons—(a) employed either inside or outside a factory or work-room in the process, trade, or business of a plumber or gasfitter; (b) wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings shall be :—

Foremen, 1s. 7½d. per hour, or £3 11s. 6d. per week of 44 hours.

Persons employed on first class plumbing work, 1s. 6d. per hour, or £3 6s. per week of 44 hours.

Persons employed on second class plumbing work, 1s. 3½d. per hour, or £2 17s. 9d. per week of 44 hours.

2. RATES OF WAGES OF APPRENTICES.

That the lowest prices or rates of payment payable to apprentices—(a) employed either inside or outside a factory or work-room in the process, trade, or business of a plumber or gasfitter; (b) wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings, shall be as follows, namely :—

During 1st year at the trade, 7s. 6d. per week of 44 hours.

"	2nd	"	"	10s.	"	"
"	3rd	"	"	15s.	"	"
"	4th	"	"	20s.	"	"
"	5th	"	"	27s. 6d.	"	"
"	6th	"	"	37s. 6d.	"	"

and thereafter the minimum wage fixed by the Board.

3. PROPORTION OF IMPROVERS.

That the number of improvers who may be employed either inside or outside a factory or work-room, in the process, trade, or business of a plumber or gasfitter, including those employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings, shall be one improver to the first three persons so employed as aforesaid who receive not less than the minimum wage of 1s. 3½d. per hour, and thereafter one improver to every seven additional persons so employed at the said minimum rate of wages.

4. RATES OF WAGES OF IMPROVERS.

That the lowest prices or rates of payment payable to improvers—(a) employed either inside or outside a factory or work-room in the process, trade, or business of a plumber or gas-fitter; (b) wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings, shall be as follow, namely:—

Commencing work at the trade at under 16 years of age—

During 1st year at the trade,	7s. 6d. per week of 44 hours
" 2nd "	10s. "
" 3rd "	17s. 6d. "
" 4th "	27s. 6d. "
" 5th "	35s. "
" 6th "	45s. "

and thereafter the minimum wage fixed by the Board.

Commencing work at the trade at 16 years of age—

During 1st year at the trade,	10s. per week of 44 hours
" 2nd "	15s. "
" 3rd "	25s. "
" 4th "	35s. "
" 5th "	45s. "

and thereafter the minimum wage fixed by the Board.

Commencing work at the trade at 17 years of age—

During 1st year at the trade,	12s. 6d. per week of 44 hours
" 2nd "	17s. 6d. "
" 3rd "	25s. "
" 4th "	35s. "
" 5th "	45s. "

and thereafter the minimum wage fixed by the Board.

Commencing work at the trade at 18 years of age—

During 1st year at the trade,	15s. per week of 44 hours
" 2nd "	20s. "
" 3rd "	30s. "
" 4th "	40s. "
" 5th "	50s. "

and thereafter the minimum wage fixed by the Board.

Commencing work at the trade at 19 or 20 years of age—

During 1st year at the trade,	15s. per week of 44 hours
" 2nd "	22s. 6d. "
" 3rd "	35s. "
" 4th "	45s. "

and thereafter the minimum wage fixed by the Board.

5. TIME OF BEGINNING AND ENDING WORK.

That an ordinary day's work of any person—(a) employed either inside or outside a factory or work-room in the process, trade, or business of a plumber or gasfitter; (b) wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings, shall not begin earlier than 7.45 a.m., and end not later than 5.15 p.m. on every day except Saturday, when work shall begin not earlier than 7.45 a.m. and cease at not later than 12 o'clock noon, subject to the following conditions:—

That if any work be done earlier or later than the hours above specified, overtime shall be paid for at the rate hereinafter provided.

6. OVERTIME.

(A) That any person—(a) employed either inside or outside a factory or work-room in the process, trade, or business of a plumber or gasfitter; (b) wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings who is engaged outside the hours specified in clause 5 of this Determination as the time of beginning and ending work upon each

day shall be paid for such overtime according to the rates specified and set out in the following table for each hour or fraction of an hour mentioned therein :—

Days or Hours of Work.	Rate per Hour or Fraction of an Hour.
For work commencing and done within two hours of the usual time of starting work for the day; for work done between the usual time of ending the ordinary day's work and midnight of the same day;	Time and one-third.
For work done between midnight and two hours previously to the usual time of starting work for the day, or for work done during any time within those two hours, where having commenced earlier it occupies the whole or any portion of those two hours	Double time.

(B) That if within the hours of commencing and ending work, as specified in clause 5 of this Determination, any person works beyond the maximum number of 44 hours per week, he shall be paid overtime at the rate of time and a third for the extra time so worked.

7. SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

That the special price or rate of payment payable to any person or persons or classes of persons—
(a) employed either inside or outside a factory or work-room in the process, trade, or business of a plumber or gasfitter; (b) wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting or repairing of buildings, for all work done on—

(a) Sundays;

(b) on the undermentioned public holidays (that is to say) :—

New Year's Day or such other day as may be observed as a public holiday in lieu thereof;

The 26th day of January in each year or such other day as may be observed as a public holiday in lieu thereof;

Eight Hours Day or such other day as may be observed as a public holiday in lieu thereof;

Good Friday;

Easter Monday;

Christmas Day or such other day as may be observed as a public holiday in lieu thereof; and

Boxing Day, or such other day as may be observed as a public holiday in lieu thereof,

shall be double the wages price or rate fixed by this Determination.

8. ALLOWANCES.

(A) That the following additional rates shall be paid to any person or persons or classes of persons wheresoever employed in any plumbing work (including electrical or gas fittings) in connexion with the erecting and repairing of buildings, when engaged on work within a radius of from two miles to twelve miles of a centre :—

(a) On all work distant from a centre from two and not exceeding five miles, $\frac{1}{2}$ d. per hour extra;

(b) On all work distant from a centre more than five miles and not exceeding ten miles, 1d. per hour extra;

(c) On all work distant from a centre more than ten and not exceeding twelve miles, $1\frac{1}{2}$ d. per hour extra.

Provided that the employer shall not be required to pay such extra rates—

(1) If the employé travels to his work on foot during ordinary working hours, for which he is being paid the usual rate of wages;

(2) If upon such days the employer provides the employé with the means of transit to and from his work within the aforesaid distances respectively;

And in case he supplies such means of transit for one way only, he shall be required to pay on every such occasion no more than a moiety of such extra rates.

(B) Where the work is distant more than twelve miles from a centre, and the employé is unable to return to his home the same night, the following additional rates shall be paid :—

If the work occupies less than one week " " 9d. per hour extra

If the work occupies one week or more " " 6d. "

Provided that if the employer engages and pays board and lodging for the employé whilst he is employed on such work, he shall not be required to pay such extra rates.

As compensation for means of transit, 1d. per hour extra for every ten miles or fraction thereof, in addition to the first twelve miles that the work is distant from the centre.

Provided, however, that the employer shall not be required to pay such extra rates when he provides means of transit for the employé to and from such work.

9.

TOOLS AND APPLIANCES.

That each employé must provide himself with the tools usually found by working plumbers or gasfitters for the proper performance of such work as he may be engaged upon, except those hereafter mentioned, but if any employé is required to provide any of the following tools or appliances—

Caulking-irons, frame chain and keys, chain wrenches, mandrils, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, stone drills, taps and drills for brass or iron threads, or vyces

6d. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer.

10.

DEFINITIONS.

That, wherever occurring in this Determination, the following expressions shall have the meanings hereby assigned to them (that is to say)—

A "centre" means an employer's usual place of business, and all distances from a centre shall be computed by the nearest practicable route, but where the locality of the work is nearer to the employé's residence than the centre, all distances shall be reckoned from the employé's residence which, in such case, shall be deemed to be the centre.

Where an employer has no permanent place of business, his place of residence shall be deemed the centre.

A "foreman" means an employé who is authorized by his employer to give instructions to, and be responsible for, the work done by an average of, at least, three other adult employés—such average to be taken for six days.

The following kinds of work shall be deemed to be first-class plumbing work :—

- (1) All sanitary plumbing work, where connected or to be connected with any public or private system of sewerage ;
- (2) Laying, fitting, fixing, repairing, or maintaining hot water, steam, or block tin piping and apparatus (including in addition the making thereof) for domestic, power, cooking, or heating purposes, and iron cold water piping of over three-quarters of an inch in diameter for any purpose whatever, except rain water purposes.
- (3) All classes of lead work other than half or three-quarter inch main or meter connexions, chimney gutters, flashings for gutters, verandahs, chimneys, or gables ;
- (4) Laying, fitting, fixing, repairing, or maintaining all gas pipes and fittings connected therewith (including the telephos), also beer engines, and pipes leading thereto ;

and the following kinds of work shall be deemed to be second-class plumbing work :—

- (1) Making, repairing, or maintaining flat or corrugated iron, steel, zinc, or copper baths, sinks, troughs, tanks, or vats, and the fixing of same where not connected or to be connected with any public or private system of sewerage ;
- (2) Laying, fitting, fixing, repairing, or maintaining half-an-inch and three-quarters of an inch iron water piping (including the lead main or meter connexions and taps) ;
- (3) Laying, fitting, fixing, repairing, or maintaining zinc, copper, flat, stamped, or corrugated iron or steel (including gutters, spouting, ridging, flashings for roofs, rain-water, ventilating, flue, or exhaust pipes), lead chimney gutters, and flashings for verandahs or roofs, and fixing or repairing of cast iron rain-water gutters, spouting, and down pipes, and any other repairs to roofs not herein specified.
- (4) Fitting up, fixing, repairing, or maintaining all classes of pull or mechanical bells, electrical fittings and wires, and speaking tubes.

11.

DATE DETERMINATION OPERATIVE.

That this Determination shall come into force on and after the 2nd day of December, 1910.

Dated at Melbourne, this 28th day of October, 1910.

CHARLES A. C. CRESSWELL,

Chairman.