# VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

## DETERMINATION OF THE BRICK TRADE 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 employed in the process, trade, or business of brickmaking (including clay-digging) has made the following Determination, namely :—

NOTE.—On 21st February, 1911. the powers of the Brick Trade Board were extended, so that it might fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of sand, lime, or cement brickmaking.

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 11th day of March, 1914. The Determination and amendments are printed hereunder :—

(2) That the lowest rates of wages to be paid to the following persons shall be :—

| | | | | | | |
|---|---|---|---|---|---|---|
| Burners .. .. .. .. | 1s. 3d. | per hour, | or 75s. | per week of | 60 | hours |
| Machine drivers or machine riggers .. | 1s. 2d. | ,, | 59s. 6d. | ,, | 51 | ,, |
| Wet pan attendants .. .. .. | 1s. | ,, | 51s. | ,, | 51 | ,, |
| Dry pan attendants who do not haul .. | 1s. 1½d. | ,, | 57s. 4½d. | ,, | 51 | ,, |
| Crusher attendants who do not haul .. | 1s. 1½d. | ,, | 57s. 4½d. | ,, | 51 | ,, |
| Crusher or dry pan attendants who also haul | 1s. 3d. | ,, | 63s. 9d. | ,, | 51 | ,, |
| Drawers .. .. .. .. | 1s. 4½d. | ,, | 65s. | ,, | 48 | ,, |
| Setters.. .. .. .. .. | 1s. 3¼d. | ,, | 61s. | ,, | 48 | ,, |
| Facemen working in a clayhole 25 feet or less in depth where explosives are not used | 1s. 2¼d. | ,, | 57s. | ,, | 48 | ,, |
| All other facemen .. .. .. | 1s. 3¼d. | ,, | 61s. | ,, | 48 | ,, |
| Clayholemen, hand moulders, lime grinders, lime crushers, sand and lime mixers, or silomen .. .. .. .. | 1s. 1⅛d. | ,, | 54s. | ,, | 48 | ,, |
| Men taking off from sand-brick machines .. | 1s. 1d. | ,, | 52s. | ,, | 48 | ,, |
| Wheelers of green bricks or truckers .. | 1s. 0½d. | ,, | 50s. | ,, | 48 | ,, |
| Loftmen, men clearing waste from brick machines, sand elevator feeders, sand pitmen, or yardmen .. .. .. | 1s. | ,, | 48s. | ,, | 48 | ,, |

### APPRENTICES AND IMPROVERS.

"Apprentice" means any person under twenty-one years of age bound by indentures of apprenticeship, or any person over twenty-one years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2386, Section 5).

APPRENTICES AND IMPROVERS—*continued.*

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over twenty-one years of age, or who being over twenty-one years of age holds a licence from the Minister to be paid as an improver. (Act 2386, Section 5.)

3. That the wages and number of apprentices and improvers shall be—

| Wages per week of 48 hours. | | | Number. |
|---|---|---|---|
| — | Apprentices. | Improvers. | |
| 1st year's experience .. .. | 15s. | | *Apprentices.* One apprentice to every three or fraction of three workers receiving at wages rates or piece-work prices not less than 48s. per week of 48 hours. |
| 2nd " " .. .. | 20s. | | |
| 3rd " " .. .. | 25s. | | |
| 14 years of age .. .. | .. | 15s. | *Improvers.* One improver to every eight or fraction of eight employés receiving at wages rates or piece-work prices not less than 48s. per week of 48 hours. |
| 15 " " .. .. | .. | 16s. | |
| 16 " " .. .. | .. | 18s. | |
| 17 " " .. .. | .. | 20s. | |
| 18 " " .. .. | .. | 29s. | |
| 19 " " .. .. | .. | 35s. | |
| 20 " " .. .. | .. | 38s. | |

## TIME OF BEGINNING AND ENDING WORK.

(4) That the time of beginning and ending work for any persons *except burners, machine drivers, machine riggers, and pan or crusher attendants* shall be as follows, namely :—

| Time of beginning. | Time of ending. |
|---|---|
| 7 a.m. | 1 p.m. on Saturdays (or the day on which the half-holiday is locally observed). |
| 7 a.m. | 5.30 p.m. on each of the other five working days of the week. |

## OVERTIME.

(5) That the following rate shall be paid for all work done by :—

(*a*) Any person (other than a *burner, machine driver, machine rigger, or pan or crusher attendant*)—

(1) Outside the hours fixed in Clause 4 .. .. ..
(2) Within the hours fixed in Clause 4, in excess of 48 hours in any week .. .. .. .. .. } Time and a half.

(*b*) Any machine driver, machine rigger, or pan or crusher attendant—

In excess of 51 hours in any week .. .. .. Time and a half

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(6) That time and three-quarters shall be the special rate of payment payable—

(*a*) To any person (other than a *burner*) for all work done on—

Sundays,

(*b*) To *any* person for all work done on the undermentioned public holidays (that is to say) :—

New Year's Day,
Foundation Day (26th January),
Eight Hours Day (21st April),
Good Friday,
Easter Monday,
Christmas Day,
and Boxing Day,

but if any other day be by Act of Parliament, or proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

## PIECE-WORK.

(7) That the lowest piece-work prices to be paid shall be :—

| — | Ordinary Bricks, Per 1,000. | Radial or Culvert or Bull-nose Bricks, per 1,000. |
|---|---|---|
| | s. d. | s. d. |
| Drawing and stacking where wheeled from outside wall of kiln at the wicket from which the bricks are drawn— | | |
| Not more than 26 yards .. .. .. .. .. | 1 5½ | 1 8½ |
| 26 to 36 yards .. .. .. .. .. .. | 1 9½ | 2 0½ |
| 36 to 46 yards .. .. .. .. .. .. | 1 11½ | 2 2½ |
| Over 46 yards .. .. .. .. .. .. | 2 5½ | 2 8½ |
| Drawing and loading on railway trucks— | | |
| Wheeling on level surface .. .. .. .. .. | 2 6½ | 2 9 |
| Wheeling on up-grade planks .. .. .. .. .. | 2 9½ | 3 0 |

Special bricks not enumerated above to be drawn at same rate as ordinary bricks, and left on barrows outside of wicket.

| | Per 1,000 Bricks. |
|---|---|
| | s. d. |
| Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and offbearing to grass hacks .. .. .. | 9 0 |
| ,, ,, ,, ,, in sheds .. .. .. .. .. .. | 7 6 |
| ,, ,, ,, ,, from bowling stool and placing on grass hacks (where material is placed on the table) .. .. .. .. | 6 6 |
| ,, ,, ,, ,, from bowling stool in sheds (where material is placed on the table) .. .. .. .. .. .. | 6 0 |
| ,, ,, fancy bricks and offbearing to hacks or in sheds .. .. .. | 9 0 |
| ,, ,, ,, ,, from bowling stool .. .. .. .. .. | 8 0 |
| Setting .. .. .. .. .. .. .. .. .. | 1 4½ |
| Trucking .. .. .. .. .. .. .. .. .. | 1 1 |

## PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(8) The Board determines under the provisions of Section 144 of the *Factories and Shops Acts* 1912 that any employer may fix and pay piece-work prices to any person employed as a clayholeman, machine driver, machine rigger, or wheeler of green bricks, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

Dated at Melbourne this 20th day of February, 1914.

F. C. MASON, J.P.,
Chairman.

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