



VICTORIA GOVERNMENT GAZETTE.

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No. 197]

FRIDAY, AUGUST 28.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE BUILDERS' LABOURERS BOARD.

NOTE.—This Determination applied on the 3rd September, 1931, to the whole State.

IN accordance with the provisions of the *Factories and Shops Act, 1928 (No. 3677)* the Wages Board which since 13th December, 1927, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons (other than persons bolting structural ironwork in position, heating rivets, and holding up for boilermakers) employed in the occupation of—

- (a) builder's labourer on or about any building, or assisting any bricklayer, mason, plasterer, carpenter, plumber, or any other tradesman engaged in building operations;
- (b) labourer engaged in the construction, repair, demolition, or removal of buildings and bridges;
- (c) scaffolder, gear hand, gantry hand, crane hand, or dogman, or as a drainer on work in connexion with buildings;
- (d) labourer excavating ground for foundations or basements of buildings, or levelling ground on a proposed building site;
- (e) labourer doing concrete work or mortar mixing in connexion with or incidental to building construction;
- (f) labourer doing tar-paving or asphaltting work, or other work of a similar character in connexion with or incidental to building construction,

has made the following Determination, viz. :—

(1) That on the 3rd September, 1931, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per week of 44 hours.		Per week of 44 hours.		
1st year's experience ..	16s.	Under 17 years of age ..	16s.	All adults ..	Per hour. <i>s. d.</i> 1 8½
2nd " ..	24s.	17 years of age ..	42s.		Per week of 44 hours. <i>s. d.</i> 74 3
3rd " ..	32s.	18 " ..	42s.		
		19 " ..	80s.		
		20 " ..	80s.		
PROPORTION (in any place).		PROPORTION (in any place).			
One apprentice to every three or fraction of three workers receiving not less than 74s. 3d. per week of 44 hours.		One improver to every six workers receiving not less than 74s. 3d. per week of 44 hours.			

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.

7 a.m. .. 12 noon on Saturdays or on the day on which the half-holiday is locally observed.
7 a.m. .. 5 p.m. on other working days.

Time of Ending.

(4) OVERTIME.—That the following rates shall be paid for all work done :—

- (a) Outside the hours fixed in Clause (3)
 - (b) Within the hours fixed in Clause (3) in excess of 44 hours
- Time and a half for the first two hours and thereafter double time.

(5) ALLOWANCES.—The following allowances shall be paid to persons employed on work away from their employers' place of business:—

- (1) The fares, exceeding 3d. per day, necessarily incurred in going from and to the employee's residence to and from his work. The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.
- (2) For work done away from the employer's place of business on any job distant more than 20 miles by the readiest mode of conveyance from the employee's residence—
 - (a) If employee returns to his home on completion of the day's work, 3d. per hour.
 - (b) If work renders it reasonably necessary for the employee to sleep at another place than his usual place of residence—2s. per day for seven days.

(6) SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate payable to any person for all work done on Sundays, 26th January (Foundation Day), Good Friday, Easter Monday, 21st April (Eight Hours Day), Christmas Day, Boxing Day, New Year's 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.

(7) PAYMENT OF WAGES.—Pay time shall be not later than Friday of each week at or before the cessation of work, provided that any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within twenty-four hours thereafter. If wages are not paid in accordance with this provision an employee shall be paid for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said twenty-four hours until the wages are paid to the employee or his order or posted to his last-known address.

(8) TERMINATION OF EMPLOYMENT.—At least one hour's notice of termination of employment shall be given by an employee or one hour's pay may be deducted, and at least one hour's notice of the termination of employment or one hour's pay shall be given by an employer.

(9) SANITARY CONVENIENCES, ETC.—Each employer shall provide at the works a safe and suitable place for the tools of the employees, suitable sanitary conveniences, and hot water at meal times.

(10) MAXIMUM LOAD.—

- (a) No employee shall be required to carry at any one time more than ten bricks in a hod when the height to where such bricks are to be delivered exceeds 15 feet.
- (b) No employee shall be required to carry at one time more than twelve bricks in a hod.
- (c) No employee shall be required to wheel more than 36 bricks in a barrow on scaffolding at a height of more than 15 feet from the ground or more than 40 bricks in a barrow in any other place.

HARRIE B. LEE, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 17th August, 1931.



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No. 198]

FRIDAY, AUGUST 28.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE CARTERS AND DRIVERS BOARD.

NOTE.—This Determination on the 4th September, 1931, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages Board which since the 18th June, 1929 has had the power to determine the lowest prices or rates which may be paid to any person employed—

- (1) in carting or driving, or in accompanying a carter or driver, and assisting him in carting, driving, loading, unloading, or delivering in connexion with or incidental to some trade or business, but not including persons employed at such work in connexion with a trade which may be or is the subject of a determination of any of the following Boards, viz. :—

Bread Carters Board,	Shops Board, No. 5 (Butchers—Provincial),
Chaffcutters Board,	Shops Board, No. 7 (Country Shop Assistants),
Coal and Coke Board,	Shops Board, No. 12 (Fuel and Fodder),
Quarry Board,	Shops Board, No. 13 (Fuel and Fodder—Country),
Shops Board, No. 3 (Butchers),	Shops Board, No. 15 (Grocers);
Shops Board, No. 4 (Butchers—Country).	

- (2) in or in connexion with any stable in which are stabled the horses used in his trade or business by any person subject to the Determination of the said Carters and Drivers Board ;
 (3) in driving horse-drawn passenger vehicles hired or plying for hire ;
 (4) in the business of a livery stable keeper or in a stable where cabs or cab horses are kept,

has made the following Determination, namely :—

(1) That on the 4th September, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.

Wages per Week.		Proportion (by any Employer).
	s. d.	
Under 18 years of age	52 6	Apprentices. One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
18 to 19	60 0	
19 to 20	66 6	
20 to 21	Minimum wage.	Improvers. One improver to every five drivers receiving not less than the minimum wage.

Apprentices and Improvers shall be subject to the number of hours per week as fixed for their respective sections.

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OTHER EMPLOYEES

	Wages per Week. (See Clause (5) for weekly hours.)			
	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Ballarat and the Borough of Sebastopol.	Within the Cities of Geelong and Geelong West and the Town of Newtown and Chilwell.	All other parts of Victoria.
	s. d.	s. d.	s. d.	s. d.
Horse Drivers—				
Bulk milk carters driving—				
One horse	73 0	75 0	77 0	79 0
Two horses	78 0	80 0	82 0	84 0
Three horses	82 0	84 0	86 0	88 0
Four or five horses	84 0	86 0	88 0	90 0
Other milk carters	75 0	77 0	79 0	81 0
Sanitary carters, driving—				
One horse, between 7 a.m. and 10 p.m.	76 0	78 0	80 0	82 0
Two horses " 10 p.m. " 7 a.m.	81 0	83 0	85 0	87 0
Three horses " 7 a.m. " 10 p.m.	82 0	84 0	86 0	88 0
Four horses " 10 p.m. " 7 a.m.	87 0	89 0	91 0	93 0
Five horses " 7 a.m. " 10 p.m.	87 0	89 0	91 0	93 0
Six horses " 10 p.m. " 7 a.m.	92 0	94 0	96 0	98 0
Drivers of jinkers, boiler trucks, V's or floats, driving—				
One horse	77 0	79 0	81 0	83 0
Two or three horses	85 0	87 0	89 0	91 0
And 6d. extra per day for each additional horse.				
Drivers, not provided for above, driving—				
One horse	72 0	74 0	76 0	78 0
Two horses	77 0	79 0	81 0	83 0
Three horses	81 0	83 0	85 0	87 0
Four or five horses	83 0	85 0	87 0	89 0
And 6d. extra per day for each additional horse.				
Motor Drivers—				
Bulk milk carters, driving—				
Motor vehicles having a capacity of 25 cwt. or less	76 0	78 0	80 0	82 0
" " " " exceeding 25 cwt. but not exceeding 3 tons	81 0	83 0	85 0	87 0
" " " " exceeding 3 tons	86 0	88 0	90 0	92 0
Other milk carters, driving—				
Motor vehicles having a capacity of 25 cwt. or less	75 0	77 0	79 0	81 0
Sanitary carters, driving motor vehicles having a capacity—				
Of 25 cwt. or less between 7 a.m. and 10 p.m.	79 0	81 0	83 0	85 0
" " " " 10 p.m. " 7 a.m.	84 0	86 0	88 0	90 0
Exceeding 25 cwt. but not exceeding 3 tons 7 a.m. " 10 p.m.	84 0	86 0	88 0	90 0
" " " " 10 p.m. " 7 a.m.	89 0	91 0	93 0	95 0
Exceeding 3 tons 7 a.m. " 10 p.m.	90 0	92 0	94 0	96 0
" " " " 10 p.m. " 7 a.m.	95 0	97 0	99 0	101 0
Drivers, not provided for above, driving—				
Motor vehicles having a capacity of 25 cwt. or less	75 0	77 0	79 0	81 0
" " " " exceeding 25 cwt. but not exceeding 3 tons	80 0	82 0	84 0	86 0
" " " " exceeding 3 tons	85 0	87 0	89 0	91 0
Head stablemen	75 0	77 0	79 0	81 0
Other stablemen	70 0	72 0	74 0	76 0
Assistants to—				
Milk carters	74 0	76 0	78 0	80 0
Sanitary carters	74 0	76 0	78 0	80 0
Any other carters	67 0	69 0	71 0	73 0
All others	67 0	69 0	71 0	73 0

(3) WEEKLY WAGE.—All milk carters and milk carters' assistants other than bulk milk carters and their assistants employed outside the Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677), shall, subject to the provisions of clause (4), be paid the weekly wage fixed in clause (2) for the class of work performed, irrespective of the number of hours worked.

(4) CONTRACT OF EMPLOYMENT (FOR MILK CARTERS AND MILK CARTERS' ASSISTANTS OTHER THAN BULK MILK CARTERS AND THEIR ASSISTANTS EMPLOYED OUTSIDE THE METROPOLITAN DISTRICT AS DEFINED IN THE FACTORIES AND SHOPS ACT 1928 (No. 3677).—(a) Any employee to become entitled to payment of the weekly wage prescribed by this Determination is to be available, ready, and willing to perform such work as the employer shall from time to time require on the day and during the hours usually worked by that class of employee.

(b) One week's notice at any time on either side shall be required before the engagement shall be determined. Provided that an employer may at any time dismiss an employee for refusal or neglect to obey orders, misconduct, carelessness in the performance of his duties, or, if after receiving one week's notice, he does not carry out his duties in the same manner as he did prior to such notice.

(c) An employee ready and willing to work for the whole week and not dismissed during the week for any reason set out in sub-clause (b) of this clause shall be entitled to a full week's wage.

(d) Should any employee be dismissed during the course of a week, any wages due to him under this Determination shall be paid to him forthwith.

(5) **ORDINARY WEEK'S WORK.**—The number of hours (including time occupied in attending to horses, vehicles, motor vehicles, or cars) which shall constitute an ordinary week's work shall be as follows:—

Sanitary carters and their assistants	44 hours
Aerated water, ice, or ice-cream carters—	
From 15th April to 15th October	46 "
From 16th October to 14th April	48 "
All others	48 "

(6) TIMES OF BEGINNING AND ENDING WORK.—For all persons other than :—

(i) Stablemen ;

(ii) Drivers employed at—

- (a) Carting aerated water, ice, or ice-cream, from 16th October to 14th April ;
 (b) Carting newspapers, fish, fruit, vegetables, pastry, milk, or cream ;
 (c) Sanitary or rubbish carting ;
 (d) Parcels express carting.

					Time of Beginning.	Time of Ending.
Monday to Friday	..	..	..	..	7 a.m.	6 p.m.
Saturday	..	..	..	..	7 a.m.	1 p.m.

(7) OVERTIME.—The following rates shall be paid for all work done during the times specified hereunder, viz., by all persons for whom :—

(a) Times of beginning and ending work have been fixed—

- (a) Outside the hours fixed in clause 6 } Time and
 (b) Within the hours fixed in clause 6 in excess of the number of hours as determined for an ordinary week's work } a half.

(b) Times of beginning and ending work have not been fixed—

In excess of the number of hours as determined for an ordinary week's work Time and a half.

(8) EXTRA RATES—

	Per Day Extra. s. d.
Horse driver in charge of more than one separately horse-drawn vehicle, for each additional vehicle	1 0
Driver of a motor vehicle, not being a tractor, and drawing a trailer also	1 0
Driver engaged in carting "specially offensive material, animals, or goods," and a driver who is required to spread tar on the streets	1 0
Any driver (other than the driver of a milk cart) who is required in any week to collect moneys and account for them as part of his duties	1 0 per week extra.

(9) ALLOWANCE.—The following special rate shall be paid to any employee who works away from his employer's place of business and is unable to return to his residence the same night, if suitable board and lodging have not been provided by the employer 10s. per day extra.

(10) SPECIAL RATES.—Double time shall be the special rate to be paid to all persons (except ice carters delivering to hospitals before 10 a.m., milk carters, milk carters' assistants, sanitary carters, sanitary carters' assistants, and stablemen), for all work done on Sunday, New Year's Day, Foundation Day, Good Friday, Easter Monday, Eight Hours Day, King's Birthday, 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 be payable only for work done on the day so substituted.

(11) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the number of hours as fixed for an ordinary week's work), shall be paid 2s. 3d. per day or part of a day in addition to the ordinary wages rate.

(12) DEFINITIONS.—"Head Stableman" means a stableman in charge of or directing the work of other stablemen. "Horse" means any beast of burden, except a bullock. "Specially offensive material, animals, or goods" means bone dust, bones and blood manure, dead animals, offal, fat (including that which is carted from hotels and restaurants, and other like places, in kerosene tins, green skins, raw hide, and sheepskins (when fly-blown or maggoty), sausage skins casings, and sulphur (ex ship or wharf).

H. J. RICHARDSON, J.P., Chairman,

H. N. JONES, Secretary

Melbourne, 17th August, 1931.

