



VICTORIA GOVERNMENT GAZETTE.

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[1935

Factories and Shops Acts.

DETERMINATION OF THE MINING ENGINE-DRIVERS BOARD.

NOTE.—This Determination, on 13th September, 1935, applied 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 on the 13th September, 1935, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 44 HOURS.

Apprentices or Improvers.	Other Employees. ○		
	—	Mining District of Gippsland.	All Other Parts of Victoria.
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
If under 16 years of age 34 0	Winding and haulage engine-drivers—		
16 and under 18 years of age 44 0	(a) If they sometimes or always raise or lower human beings	94 0	91 0
18 and under 19 years of age 54 0	(b) If they do not raise or lower human beings	88 0	85 0
19 and under 20 years of age 69 0	Winch drivers—		
20 years of age, minimum rate for class of work done.	(a) If working underground in mines, and they raise or lower human beings	84 0	81 0
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 in mines, and they do not raise or lower human beings	81 0	78 0
	(c) On dredges	81 0	78 0
	Other drivers—		
	(a) Attending to a steam engine with condenser attached	84 0	81 0
	Attending to a steam engine without condenser	81 0	78 0
	(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
	(i) if 50 b.h.p. or over	81 0	78 0
	(ii) if under 50 b.h.p.	78 0	75 0
	All other drivers	81 0	78 0
	Firemen—		
	(a) Attending one boiler	72 0	69 0
	(b) Attending two boilers	73 6	70 6
	(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate	75 0	72 0
	Greasers	69 0	66 0
	All others	67 6	64 6

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.

(3) EXTRA RATES.—Extra rates payable, in addition to those mentioned in clause (2):—

	Per Week Extra. s. d.
Engine-drivers or firemen who also attend an electric generator or dynamo (other than a dynamo for merely lighting the works)	6 0
Engine-drivers or firemen in charge of plant	6 0
When two firemen are employed on the plant at the one time, one shall be a leading fireman and shall be paid	3 0
Greasers, if under the supervision of an engine-driver, they stop and start engines	6 0
Winch drivers hauling up or down shafts where the haul exceeds 150 feet	3 0

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.

(4) WEEKLY ENGAGEMENT.—(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 breakdown 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 six 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 daily 10 per cent. more than one-sixth of the weekly rate prescribed by this Determination for the work performed by him.

(5) OVERTIME.—(a) Time and a half shall be paid for all work done in excess of eight hours on any one day, Monday to Saturday inclusive, or in excess of 8 hours on Monday to Friday, inclusive, and 4 hours on Saturday when 44 hours are worked in this manner during six days of the week, except as provided in sub-clause (b).

(b) Engine-drivers on dredges, or engaged in mine-pumping, baling, or unwatering, or working on ore crushing or treatment plants, shall be paid for the first four hours' work after 44 hours have been worked in any one week, at the ordinary wages rate, and thereafter shall be paid at the rate of time and a half.

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.

(6) MEAL INTERVAL.—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.

(7) HOLIDAYS.—All employees shall be entitled to the eight holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, and Boxing Day.

This shall not affect the right of an employer to require any employee to work on any such day provided that such employee is paid extra rates as set out in clause 8 (Holidays), and in addition, within the same year, he receives another day as a holiday (in lieu of the one mentioned) without deduction of pay.

(8) SPECIAL RATE FOR SUNDAY AND HOLIDAYS.—Except in the case of a continuous process all time on duty on Sundays or holidays as herein prescribed shall be paid for at the rate of time and a quarter. For all work done on Sundays or holidays in a continuous process payment shall be made at the rate of time and a half.

(9) DEFINITIONS.—(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) "Winding and haulage engine-driver" shall mean and include any person who drives any winding engine or winding machinery, other than a Holman hoist or similar baby hoist or winch as herein defined, by means whereof persons or material are raised or lowered up or down any shaft, vertical or inclined, in any mine or hauled on the surface of any mine, except aerial ropeways.

(c) "Winch driver" shall mean and include an engine-driver in charge of and working a geared winding engine (other than a Holman or similar hoist) with cylinders not more than 8 inches in diameter.

(d) An engine-driver shall be deemed to be "in charge of plant"—

(i) When two or more drivers are employed at the plant at one time, and he is the driver invested with the superintendence and responsibility; or

(ii) When a driver, being the only person of his class employed on the plant, does the general repair work of the plant in addition to the work of engine-driving, but not when he merely assists the fitter or engineer to do such work.

(e) "Continuous process" shall mean and include a process in which the men are usually employed seven days every week for not less than eight hours per day for an unbroken period of not less than one calendar month, although each employee may not work more than six days in the week.

W. W. HARRIS, Chairman.

REX L. CECIL, Acting Secretary.

Melbourne, 29th August, 1935.