



VICTORIA GOVERNMENT GAZETTE.

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[1936

Factories and Shops Acts.

DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

NOTE.—This Determination on the 7th May, 1936, 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 the 7th May, 1936, has had the power 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—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling."

has made the following Determination, namely:—

(1) That on the 7th May, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.			Improvers.		
WAGES.			WAGES.		
	Per week of 44 hours.	Holiday Allowance Payable in Addition.		Per week of 44 hours.	Holiday Allowance Payable in Addition.
	A. s. d.	B. s. d.		A. s. d.	B. s. d.
1st year's experience ..	15 9	0 5	Under 17 years of age ..	15 9	0 5
2nd " " " " ..	24 0	0 8	17 years of age ..	24 0	0 8
3rd " " " " ..	32 0	0 10	18 " " " " ..	32 0	0 10
4th " " " " ..	40 6	1 1	19 " " " " ..	40 6	1 1
5th " " " " ..	48 9	1 3	20 " " " " ..	48 9	1 3
and thereafter the minimum wage.					

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 73s. 6d. per week of 44 hours.

PROPORTION (by any employer).

One improver to every six workers receiving not less than 93s. 6d. per week of 44 hours.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

Other Employees.

WAGES.		
	Per week of 44 hours.	Holiday Allowance Payable in Addition.
	A. s. d.	B. s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	93 6	2 5
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings ..	73 6	1 11
All others ..	73 6	1 11

EXTRA RATES.—(a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 6s. per week additional.

(b) Employees { (i) Demolishing old ceilings, or } shall, whilst employed at either class of work, have
{ (ii) Erecting new ceilings on sites of old ceilings that } 3d. per square yard distributed equally between
have been demolished. } them, in addition to the ordinary rates.

(3) ALLOWANCES.—The following allowances shall be paid to persons employed outside the employer's factory in connexion with the fixing of fibrous plaster:—

(a) For work done at such distance as prevents the employee from returning to his home the same night—

(i) 6s. 6d. per day extra, with a maximum of 35s. 9d. per week.

(ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.

(b) For any other work—

An amount equal to the fare, by the most economical means of travel, from and to the "centre" to and from the place of employment.

"Centre" shall mean the Flinders-street Railway Station if the employer's factory is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's factory.

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.

(4) TIME OF BEGINNING AND ENDING WORK.—The time of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
8 a.m.	12 noon on Saturday.
8 a.m.	5 p.m. on the other working days of the week.

(5) OVERTIME.—That the following rate shall be paid for all work done—

- (a) Outside the hours fixed in Clause (4)
 - (b) Within the hours fixed in Clause (4) in excess of 44 hours in any week
- } Time and a half for the first two hours and thereafter double time.

(6) SPECIAL RATES.—

- (a) An allowance, as per Clause 2B, shall be made in addition to the wages set out in Clause 2, as compensation for time lost on prescribed holidays. Such an allowance to be paid proportionately to the number of hours worked per week.
- (b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, 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 double time shall only be payable for work done on the day so substituted.

(7) PAYMENT OF WAGES.—(a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(b) 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 24 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 24 hours until the wages are paid to the employee or his order or posted to his last known address.

(8) PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.—Any employee who has presented himself for work, as requested, by the employer or his responsible representative, shall—

- (a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,
- (b) if engaged, be deemed to have commenced work at the hour he presents himself for engagement.

(9) TRANSPORT AT NIGHT.—Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

(10) MEAL MONEY.—Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of Two shillings.

(11) HOT WATER IN FACTORIES.—During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of hot water in some central position for the benefit of employees engaged in hand mixing plaster in cold water.

(12) GRINDING AND CLEANING TOOLS.—When an employee is discharged he shall be allowed a half hour at ordinary rates for the purpose of grinding and cleaning his tools. This clause shall only apply to employees whose tools are in good order when commencing work for any employer.

(13) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

D. GRANT, Chairman.

R. DUFFY, Secretary.

Dated at Melbourne 22nd April, 1936.