



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, SEPTEMBER 9.

[1937

Factories and Shops Acts.

DETERMINATION OF THE CEMENT BOARD.

NOTE.—This Determination on the 3rd September, 1937, applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

- (1) Making Portland Cement,
- (2) Quarrying or preparing the raw materials therefor,"

has made the following Determination, namely:—

- (1) That on the 3rd September, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

| (2) Apprentices and Improvers. | | | Other Employees. | | |
|--|-----------------------------|-----------------------------|---|-------------------------------------|--|
| | CEMENT WORKS. | QUARRIES. | CEMENT WORKS. | Wages per week of 44 hours. | |
| | Wages per week of 44 hours. | Wages per week of 44 hours. | | Employed Continuously on Day Shift. | Employed Alternately on Two or Three Shifts. |
| Under 16 years of age .. | 29s. 0d. | 33s. 3d. | Cement Burners (kilns 7 feet and over in diameter) .. | | 97s. 3d. |
| 17 " " .. | 36s. 9d. | 41s. 0d. | Cement Burners (kilns under 7 feet in diameter) .. | | 91s. 0d. |
| 18 " " .. | 43s. 6d. | 48s. 0d. | Testers on Slurry Controls .. | | 97s. 3d. |
| 19 " " .. | 51s. 6d. | 56s. 6d. | Millers (new plant) .. | | 96s. 0d. |
| " 20 " " .. | 58s. 9d. | 63s. 3d. | Millers (old plant) .. | | 94s. 0d. |
| " 21 " " .. | 66s. 9d. | 71s. 0d. | Fuller Coal Millers (old plant) .. | | 96s. 0d. |
| | | | Coal Driers (old plant) .. | | 96s. 0d. |
| | | | Loaders in railway trucks at bagging sheds .. | 90s. 0d. | |
| PROPORTION (in any factory or place) | | | Machine Bag Fillers .. | 90s. 0d. | |
| | | | Stackers .. | 85s. 0d. | |
| | | | Kiln Greasers .. | 85s. 0d. | 87s. 9d. |
| | | | Electrostatic Precipitator Attendant (new plant) .. | | 97s. 3d. |
| <i>Apprentices.</i> | | | Electrostatic Precipitator Attendant (old plant) .. | | 87s. 9d. |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | Rubber Band Attendants .. | 85s. 0d. | 87s. 9d. |
| | | | Slurry Tank Attendants (old plant) .. | 85s. 0d. | 87s. 9d. |
| | | | Slurry Tank Attendants (new plant) .. | | 91s. 9d. |
| | | | Transporter Attendant (new plant) .. | | 92s. 9d. |
| <i>Improvers.</i> | | | Mammoth Crusher Attendant (new plant) .. | 90s. 0d. | 92s. 9d. |
| One improver to every five or fraction of five workers receiving not less than the minimum wage. | | | Cooler attendants (old plant) .. | | 87s. 9d. |
| | | | All others .. | 82s. 0d. | 84s. 9d. |

| QUARRIES. | Wages per week of 44 hours. | | |
|-------------------------------|-----------------------------|---------------------------|---|
| | Batesford. | | Elsewhere within the Area to which the Determination applies. |
| | Day Shift. | Afternoon or Night Shift. | |
| Powder Monkeys | 101s. 0d. | 106s. 0d. | 94s. 0d. |
| Jack Hammermen | 101s. 0d. | 106s. 0d. | 94s. 0d. |
| Platelayers | 98s. 0d. | 103s. 0d. | 91s. 0d. |
| Bankmen | 96s. 0d. | 100s. 9d. | 89s. 0d. |
| Underground Drainers | 125s. 6d. | 126s. 3d. | .. |
| Underground Quarrymen | 104s. 0d. | 104s. 9d. | .. |
| Pump Attendants | 101s. 0d. | 101s. 9d. | .. |
| Signal Attendants | 94s. 6d. | 95s. 3d. | .. |
| All others | 89s. 0d. | 93s. 6d. | 82s. 0d. |

(3) EXTRA RATES.—(a) Any person in Cement Works who is employed to re-fine kilns or mills or who is required to work in Cement, Clinker, or Slurry Silos, shall be paid 6d. per hour in addition to the ordinary rate.

(b) Any person employed as an Underground Quarryman shall, when it becomes necessary for him to work in wet conditions, be paid 1s. per day extra.

(c) Any person employed on refractory work on new kilns shall be paid 6s. per week above the minimum wage.

(4) SHIFTS.—(a) The hour of beginning and the hour of ending each shift shall be as follows :—

| | Time of beginning not earlier than :— | Time of ending not later than :— |
|-------------------------|--|-------------------------------------|
| Day Shift | 7.30 a.m. | 5 p.m. |
| Afternoon Shift | 4 p.m. | 2 a.m. |
| Night Shift | 12 midnight | 8 a.m. |

Provided that the hours of work on Saturday in Cement Works for persons employed continuously on day shift shall be as follows 7.30 a.m. 12 noon.

(b) The higher rate to be paid for each hour or fraction of an hour worked by an employee, other than an Underground Drainer, before or after his shift shall be time and a half.

(5) COAL HANDLING.—Persons employed handling coal at siding, shall, for the first twenty-four hours of any week, be paid at the rate of 2s. 0½d. per hour, and for each hour thereafter at the rate of 1s. 8½d. per hour.

For the purpose of this clause the week shall consist of seven days commencing on the particular day on which an employee starts work.

(6) SPECIAL RATES.—Time and a half shall be the rate payable for all work done by persons (other than Underground Drainers), on Sundays, and by all persons on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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.

(7) SICK LEAVE.—Where an employee is disabled by personal ill-health, proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding six days in any year of employment.

(8) RIGHT OF ENTRY OF UNION OFFICIALS.—A duly accredited representative of the Australian Worker's Union not more than once a fortnight shall have the right to enter during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst the employees or is offensive in his methods, the employer may refuse the right of entry.

D. GRANT, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 19th August, 1937.