



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 191]

TUESDAY, AUGUST 23.

[1938

Factories and Shops Acts.

DETERMINATION OF THE SEWER BUILDERS BOARD.

NOTE.—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 13th September, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed as labourers in connexion with the construction of main storm water drains, whether open or closed, with a capacity not less than that of a circular drain of a diameter of 2 feet 6 inches.

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 as Labourers in connexion with the construction of sewers," has made the following Determination, namely:—

(1) That on the 26th August, 1938, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Juvenile Workers.	All other Employees.		
WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.		
			Day Shift and Afternoon Shift.	Night Shift.
s. d.	s. d.	s. d.	s. d.	s. d.
1st year } 2nd " } 3rd " }	Persons under 19 years of age (other than apprentices or improvers) em- ployed—(a) carry- ing tools, (b) as toolsmith's assist- ant 59 5	Man in charge of six or more employees 98 6 Man in charge of borers, testing ground 95 2 Powder monkey 102 6 Concrete manhole builder 102 2 Manhole builders' labourer 89 8 Gauger, mixer, or handler of concrete 89 8 Leading trimmer, manhole sinker (any shape), timber cutter, preparer, or measurer and invert block setter 95 2 Renderers employed in pipes, tunnels, or covered drains 126 0 Renderers employed in open drains 112 3 Persons employed patching, i.e., cutting out porous concrete and filling up the hole, or, without cutting out, filling up holes in porous face with cement mortar, and striking and finishing the surface to approximately the same condition as the immediately adjoining concrete surface 91 8 Rigger in charge of vent erecting or dismantling 104 0	123 6 120 5 129 3 128 8 118 8 118 8 120 5 156 0 143 2 116 8 130 6	
PROPORTION. Apprentices. One apprentice to every three or fraction of three workers receiving not less than the rate fixed in this Determination for "All others."				

Apprentices or Improvers.	Juvenile Workers.	All other Employees.		
WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.		
		Day Shift and Afternoon Shift.	Night Shift.	
		s. d.	s. d.	
<p><i>Improvers.</i> One improver to every fifty or fraction of fifty workers receiving not less than the rate fixed in this Determination for "All others."</p>		Sinkers (other than manhole sinkers), Drivers, Hammer and drill hands, Jumpermen and trimmers (other than leading trimmers), Persons drawing timber in drives, or working below 12 feet in shafts drawing timber, Vent erectors, Vent dismantlers, and Borers testing ground ..	89 8	113 8
		Man in charge of machine pumping water from trenches and doing running repairs ..	89 8	113 8
		Foreman's assistant ..	89 8	113 8
		Machine borer or pneumatic pick user ..	98 6	124 0
		Pitcher setter ..	91 6	115 6
		Pipe layer or jointer ..	91 8	116 8
		Pipe layer or jointer or any other person cutting out live pipes or cutting into live mains, sub-mains, or live manholes, or mains or sub-mains in open connexion with live mains or sub-mains ..	120 6	151 3
		Man in charge of compressed air machine, doing running repairs, and jack hammer repairer ..	102 2	128 8
		Toolsmith ..	93 6	119 0
		Slurry filler ..	84 9	108 0
		Topman ..	79 8	101 8
		Scoop filler ..	89 8	113 8
		Ploughman ..	95 8	122 6
		Ploughman's assistant ..	82 8	106 2
		Windlass hand working alone on a tripod windlass ..	85 8	109 2
		Other Windlass hands ..	82 8	106 2
		All others ..	79 8	101 8
		Employees working in airlocks, or compressed air up to 20 lb. per square inch, to be paid 5s. per day of 8 hours in addition to the ordinary rates. Hours to be 8 per shift, from bank to bank. Compression to be at the rate of 2 lb. per minute. Decompression to be at the rate of 1½ lb. per minute.		

Renderer is a person engaged in applying by hand a continuous coat of cement mortar to any surface, and in bringing the same to true and even surface and lines with a trowel or float.

Any employee working in wet ground, that is, ground where a man working therein under ordinary and usual conditions must in the performance of his work—

- (i) be wetted from the feet to the knees; or
- (ii) be wetted above the waist in the course of a shift through working clothes other than oilskins or other waterproof clothing shall be paid 1s. 4d. per day or portion of a day, in addition to the above rates.

Any topman working at a depth of 8 feet or more and any other employee working at a depth of 16 feet or more shall be paid 2d. per hour in addition to above rate.

(3) ALLOWANCES.—The following additional rates shall be paid to any person employed—

- (a) On all work within the Metropolitan District, 10d. per day or portion of a day.
- (b) On all work outside the Metropolitan District, 5d. per day or portion of a day.

(4) SHIFTS.—That—

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

		Where one shift is worked.	
		Time of beginning.	Time of ending.
Monday to Friday (Day Shift)	8 a.m.	5 p.m.
Saturday (Day Shift)	8 a.m.	12 noon
Where two shifts are worked.			
Monday to Friday (Day Shift)	7 a.m.	3 p.m.
 (Afternoon Shift)	3 p.m.	11 p.m.
Saturday (Day Shift)	7 a.m.	11 a.m.
 (Afternoon Shift)	11 a.m.	3 p.m.
Where three shifts are worked.			
Monday to Friday (Day Shift)	7 a.m.	3 p.m.
 (Afternoon Shift)	3 p.m.	11 p.m.
 (Night Shift)	11 p.m.	7 a.m.
Saturday (Day Shift)	7 a.m.	11 a.m.
 (Afternoon Shift)	11 a.m.	3 p.m.
 (Night Shift)	3 p.m.	7 p.m.

* Including 20 minutes for crib-time without deduction from wages.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half for the first two hours, and thereafter double time.

(5) **PAYMENT FOR HOLIDAYS.**—All employees shall be entitled to the following holidays without deduction of pay:—New Years Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day (only when Anzac Day does not fall on a Sunday).

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on a Sunday, and ordinary rates for work done on New Years Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day (only when Anzac Day does not fall on a Sunday), and the employee shall be permitted to take any other day suitable to himself in lieu of such holiday worked and shall be paid at ordinary rates for the day so taken.

(7) **MINIMUM PAYMENT.**—Any employee who starts work on any day shall be entitled to a minimum of two hours' pay.

(8) **EMPLOYEE PRESENTING HIMSELF FOR WORK.**—Any employee who presents himself for work and who is not permitted by the employer to work during any portion of the day for the following reasons namely:—wet weather, waiting until shafts are bailed out, shortage of materials, or any other reasons over which he has no control, shall be paid two hours pay for that day in addition to the allowance provided in clause (3).

(9) **CHANGE HOUSE.**—Where six or more men are employed the employer shall provide a sufficiently roomy enclosed and roofed structure to enable employees to change their clothing.

(10) **FIRST-AID OUTFIT.**—Where six or more men are employed a first-aid outfit shall be supplied.

(11) **SHEETING SHAFTS.**—All shafts sunk in sandy country below a depth of 8 feet shall be sheeted.

(12) **TOOLS.**—The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

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

J. V. WILLOX, Acting Secretary.

Melbourne, 10th August, 1938.

1. Introduction

The first part of the document discusses the importance of maintaining accurate records of all transactions. This includes not only sales and purchases but also the flow of goods and services between different departments and locations. Proper record-keeping is essential for identifying trends, detecting errors, and ensuring compliance with regulatory requirements.

Secondly, it is crucial to establish a clear and consistent system for classifying and coding transactions. This system should be designed to facilitate the efficient processing and analysis of data. By using standardized codes, organizations can ensure that information is recorded in a uniform manner, making it easier to compare and contrast different types of transactions over time.

Finally, the document emphasizes the need for regular audits and reconciliations. These processes help to verify the accuracy of the recorded data and identify any discrepancies or errors. By conducting audits and reconciliations on a regular basis, organizations can maintain the integrity of their financial records and ensure that they are reliable for decision-making purposes.

2. Methods

The methods section describes the various techniques used to collect and analyze data. This includes the use of surveys, interviews, and focus groups to gather information from stakeholders. Additionally, the document discusses the use of statistical analysis to identify patterns and trends in the data, as well as the use of data visualization tools to present the findings in a clear and concise manner.

One of the key methods used in this study is the analysis of transaction records. This involves examining the data to identify any anomalies or irregularities that may indicate potential issues. By analyzing the records, researchers can gain valuable insights into the underlying causes of these problems and develop strategies to address them.

Another important method is the use of control charts to monitor the performance of various processes over time. These charts help to identify any shifts or trends in the data, allowing organizations to take corrective action before problems become more serious. By using control charts, organizations can ensure that their processes are operating efficiently and effectively.

3. Results

The results section presents the findings of the study, highlighting the key areas where improvements were identified. These findings are based on the analysis of transaction records, the use of control charts, and the input from stakeholders. The results show that there are several areas where the current system is not performing optimally, and these areas need to be addressed to improve the overall efficiency and accuracy of the system.

4. Conclusion

The conclusion summarizes the main findings of the study and provides recommendations for future research. It emphasizes the importance of maintaining accurate records and implementing effective control systems to ensure the reliability of financial data. The document also suggests that further research should be conducted to explore the use of advanced data analysis techniques and the integration of different systems to improve the overall performance of the organization.