



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 16.

[1939

Factories and Shops Acts.

DETERMINATION OF THE SEWAGE DISTRIBUTION BOARD.

Adjusted pursuant to section 21 of the *Factories and Shops Act 1934* (No. 4275).

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

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the *Factories and Shops Acts*, and in consequence of the provisions contained in a determination made on the 2nd May, 1939, by the Sewage Distribution Board, and published in the *Government Gazette* on the 26th May, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid, as from the beginning of the first pay period to commence in December, 1939, to any person or persons or classes of persons employed—

- (a) in the process, trade, business, or occupation of distributing sewage from channels;
(b) at or about tanks at sewage treatment works.

(1) WAGES PER WEEK OF 44 HOURS.

	s.	d.
Ganger, i.e., a man in charge of over six men	101	0
Leading waterman	98	0
Leading hand, i.e., a man in charge of from three to six men	93	0
Waterman, i.e., a man who distributes sewage from channels over land	90	0
Groundsman, i.e., a man who prepares ground ahead of a waterman	90	0
Sewage tank attendant	90	0
Man engaged maintaining and cleaning out channels or flumes used for the conveyance of sewage and of drains used for the conveyance of effluent	90	0
Tide gate attendant, i.e., a man who keeps channels open at seafront	88	0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 4s. and 6s. per week respectively.

Any employee who is required to enter and clean out syphons, sludge bays, grass filtration areas, digestion tanks and/or sedimentation tanks or pits (or weirs) shall, in addition to the rates fixed above, be paid at the rate of 9s. per week whilst so engaged.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no person should be taken as an apprentice in the trade.

(2) ORDINARY WEEK'S WORK.—Forty-four hours shall constitute an ordinary week's work to be worked as follows:—

(a) *By persons other than shift workers—*

Monday to Friday	8 hours between 8 a.m. and 5 p.m.
Saturday	4 hours between 8 a.m. and 12 noon.

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 number of hours be increased.

(b) *By shift workers—*

Day shift	7 a.m. to 3 p.m.
Afternoon shift	3 p.m. to 11 p.m.
Night shift	11 p.m. to 7 a.m.

The number of hours per week for shift workers may be varied by agreement between employer and employee, so that 48 hours may be worked one week and 40 hours the following week, which hours shall be the hours of duty.

(3) OVERTIME.—

(a) *Persons other than shift workers—*

For all time worked in excess of the number of hours fixed in Clause 2 (a) Time and a half.

(b) *Shift workers—*

For all time worked outside the hours fixed for shifts in Clause 2 (b) Time and a half.

The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(4) **TRAVELLING TIME ALLOWANCE.**—The following additional rate shall be paid to any person employed under this Determination—10d. per day or portion of a day.

Employees of Sewerage Authorities other than the Melbourne and Metropolitan Board of Works are exempted from the provisions of this clause unless they reside more than half a mile from Sewage Treatment Works.

(5) **BICYCLE ALLOWANCE.**—Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used in the manner directed.

(6) **FAILING TO NOTIFY EMPLOYERS.**—If any employee on shift work, or any other daily, weekly or nightly work is not informed before he leaves the job at the end of his shift or day that he is not required to work on the next shift, or day, or night, and such employee attends on the next shift, or on the next day or night, and he is not put to any other work, he shall be paid for four hours for that shift, day or night not worked.

Provided that this clause shall not apply in the case of an employee for whom other suitable work is provided.

(7) **EMPLOYEE RECALLED TO WORK.**—When an employee is recalled to work by direction after leaving the job, or after having completed a full shift or day's work, he shall be paid for a minimum of three hours at the prescribed rates.

(8) **WET PLACES.**—Any employee who in the course of his duty, is compelled to walk in sewage effluent, or in water more than two inches deep, shall be paid an additional 2s. per week.

Provided that this clause shall not apply in the case of an employee who is provided with efficient waterproof boots by and at the expense of the employer.

(9) **WATERPROOF COATS.**—Suitable waterproof coats shall be provided by, and at the expense of the employer to employees engaged in work performed in wet weather, and/or wet places.

(10) **SICK LEAVE.**—Any employee not attending duty shall lose his pay for the actual time of non-attendance, unless he produces or forwards to the management within twenty-four hours of the beginning of his absence, satisfactory evidence that his non-attendance was due to personal ill health, sufficient to incapacitate him for his usual work.

An employee shall not be entitled to payment for non-attendance on the ground of ill health for more than six days in each year.

(11) **HOLIDAYS.**—All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Labor Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day. Provided that if an employee works on any one of such days he shall receive in addition to his ordinary rate of pay for such day, two days holiday in lieu thereof on full pay.

(12) **DEFINITION OF YEAR.**—For the purpose of this Determination "year" shall mean calendar year.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 11th November, 1939.



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[1939

Factories and Shops Acts.

DETERMINATION OF THE CEMENT BOARD.

Adjusted pursuant to section 21 of the *Factories and Shops Act* 1934 (No. 4275).

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

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the *Factories and Shops Acts* and in consequence of the provisions contained in a determination made on the 11th January, 1939, by the Cement Board, and published in the *Government Gazette* on the 3rd February, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any persons employed in the trade of—

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

(1) The adjusted rates herein shall be paid as from the beginning of the first pay period to commence in December, 1939.

(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 ..	30s. 3d.	34s. 9d.	Cement Burners .. ..	..	103s. 9d.
" 17 " " ..	38s. 6d.	43s. 0d.	Testers on Slurry Controls ..	..	101s. 3d.
" 18 " " ..	45s. 6d.	50s. 3d.	Millers (new plant) ..	..	100s. 0d.
" 19 " " ..	54s. 0d.	59s. 3d.	Millers (old plant) ..	..	98s. 0d.
" 20 " " ..	61s. 9d.	66s. 6d.	Fuller Coal Millers (old plant)	..	100s. 0d.
" 21 " " ..	70s. 0d.	74s. 3d.	Coal Driers (old plant) ..	..	100s. 0d.
PROPORTION (in any factory or place).			Loaders in railway trucks at bagging sheds	94s. 0d.	..
<i>Apprentices.</i>			Machine Bag Fillers	94s. 0d.	..
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			Stackers	89s. 0d.	..
<i>Improvers.</i>			Electrostatic Precipitator Attendant (new plant) ..	..	98s. 3d.
One improver to every five or fraction of five workers receiving not less than the minimum wage.			Electrostatic Precipitator Attendant (old plant) ..	..	93s. 9d.
			Rubber Band Attendants ..	89s. 0d.	91s. 9d.
			Slurry Tank Attendants (new plant) .. ..	..	97s. 9d.
			Mammoth Crusher Attendant (new plant)	94s. 0d.	96s. 9d.
			All others	86s. 0d.	88s. 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	105s. 0d.	110s. 0d.	98s. 0d.
Jack Hammermen	105s. 0d.	110s. 0d.	98s. 0d.
Platelayers	102s. 0d.	107s. 0d.	95s. 0d.
Bankmen	100s. 0d.	104s. 9d.	93s. 0d.
Underground Drainers	129s. 6d.	130s. 3d.	..
Underground Quarrymen	108s. 0d.	108s. 9d.	..
Pump Attendants	105s. 0d.	105s. 9d.	..
Signal Attendants	98s. 6d.	99s. 3d.	..
All others	93s. 0d.	97s. 6d.	86s. 0d.

(3) EXTRA RATES.—(a) Any person in Cement Works who is employed to re-line 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. 1½d. per hour, and for each hour thereafter at the rate of 1s. 9¼d. 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, Anzac 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.

(7) ANZAC DAY.—Where the incidence of Anzac Day is such as to prevent an employee from working his ordinary normal hours of work, then he shall be paid for the time so lost.

(8) 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.

(9) 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.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 11th November, 1939.