



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 190]

MONDAY, MAY 13.

[1940

Factories and Shops Acts.

DETERMINATION OF THE SEWAGE DISTRIBUTION BOARD.

NOTE.—This Determination 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 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," has made the following Determination, namely:—

(1) That on the 9th May, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

	s.	d.
Ganger, i.e., a man in charge of over six men	103	0
Leading waterman	100	0
Leading hand, i.e., a man in charge of from three to six men	95	0
Waterman, i.e., a man who distributes sewage from channels over land	92	0
Groundsman, i.e., a man who prepares ground ahead of a waterman	92	0
Sewage tank attendant	92	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	92	0
Tide gate attendant, i.e., a man who keeps channels open at seafront	90	0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 6s. and 7s. 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.

(3) 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.

(4) OVERTIME.—

(a) Persons other than shift workers—

For all time worked in excess of the number of hours fixed in Clause 3 (a) Time and a half.

(b) Shift workers—

For all time worked outside the hours fixed for shifts in Clause 3 (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.

(5) 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.

(8) 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.

(7) 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.

(8) 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.

(9) 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.

(10) 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.

(11) 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.

(12) 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.

The days following the day observed as Boxing Day up to and inclusive of the 31st December in each year shall be granted as holidays on full pay to all employees. Should any employee work on any of the days referred to in this period or should a rest day of any employee engaged on shift work fall within such period he shall in either case receive within twelve months thereafter a holiday on full pay in lieu of each of such days.

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

(14) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage.

The basic wage shown hereunder shall be adjusted as prescribed in clause (15).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 3 16 0	Melbourne

(15) ADJUSTMENT OF BASIC WAGE.

(a) Until the beginning of the first pay period to commence in August, 1940, the amount of the basic wage shall be as prescribed in clause (14).

(b) During each future successive period beginning with the first pay period to commence in an August, a November, a February or a May, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during each successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746	3 0 0	871-882	3 11 0
747-759	3 1 0	883-895	3 12 0
760-771	3 2 0	896-907	3 13 0
772-783	3 3 0	908-919	3 14 0
784-796	3 4 0	920-932	3 15 0
797-808	3 5 0	933-944	3 16 0
809-820	3 6 0	945-956	3 17 0
821-833	3 7 0	957-969	3 18 0
834-845	3 8 0	970-981	3 19 0
846-858	3 9 0	982-993	4 0 0
859-870	3 10 0		

D. GRANT, Chairman.

Melbourne, 24th April, 1940.

GEO. E. PARR, Secretary.



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No. 191]

MONDAY, MAY 13.

[1940

Factories and Shops Acts.

DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

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

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

(ii.) Fibrous Plastering was proclaimed on 17th February, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the *Apprenticeship Regulations* for this trade may be obtained on application to the Secretary, *Apprenticeship Commission*, Gisborne-street, Melbourne, C.2. (Price 3d.)

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 4th March, 1940, by the Fibrous Plasterers Board, and published in the *Government Gazette* on the 28th March, 1940, hereby issue an adjusted Determination showing the adjusted wages rates to 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;
- (d) preparing material for or making or fixing acoustic tiles moulded into slab form, and having an earth base."

(1) The adjusted rates shown herein shall be paid as from the beginning of the first pay period to commence in May, 1940.

(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.	B.		A.	B.		
	s.	d.	s.	d.	s.	d.		
1st year's experience ..	19	0	0	6	Under 17 years of age ..	19	0	6
2nd " " ..	28	6	0	9	17 years of age ..	28	6	0
3rd " " ..	37	9	1	0	18 " " ..	37	9	1
4th " " ..	48	3	1	3	19 " " ..	48	3	1
5th " " ..	57	9	1	6	20 " " ..	57	9	1
and thereafter the minimum wage.								
PROPORTION (by any employer).				PROPORTION (by any employer).				
One apprentice to every three or fraction of three workers receiving not less than 84s. per week of 44 hours.				(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 111s. 8d. per week of 44 hours.				
				(ii) Any other class of work— One improver to every six workers receiving not less than 111s. 8d. 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.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

* (a) Except those covered by the *Apprenticeship Act 1928*.

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.

	Per week of 44 hours.		WAGES.	
	A.		Holiday Allowance Payable in Addition B.	
	s.	d.	s.	d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster	111	8	..	2 10
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				
All others	84	0	..	2 2

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 3d. per square yard distributed equally between them, in addition to the ordinary rates.
 (ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that collapse
 (iii) Employees demolishing or partly demolishing old walls shall have 1d. per square yard distributed equally between them in addition to the ordinary rates.

(3) PRO RATA PAYMENT.—Any person who works less than 44 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(4) ALLOWANCES.—The following allowances shall be paid to persons employed outside the employer's usual place of business in connexion with the fixing of fibrous plaster or acoustic tiles:—

- (a) For work done at a distance of over 30 miles from the "Centre" or 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—
 (i) 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.
 (ii) Where an employee goes direct from his home to a job which is situated more than 12 miles from the "centre" he shall be paid in respect of time lost in travelling, a daily sum, viz. :—

	Apprentices and Improvers.	Other Employees.
Where the distance exceeds 12 miles but does not exceed 24 miles	1s.	1s.
Where the distance exceeds 24 miles but does not exceed 30 miles	1s. 4d.	2s.

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

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.

- (5) 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.

- (6) OVERTIME.—That the following rate shall be paid for all work done—
 (a) Outside the hours fixed in Clause (5)
 (b) Within the hours fixed in Clause (5) in excess of 44 } Time and a half for the first two hours and thereafter double time.
 in any week

- (7) 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.

(8) 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 as 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.

(9) 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.

(10) 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.

(11) 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.

(12) 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.

(13) 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.

(14) 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.

(15) DRESSING AND DINING ROOM.—A room for employees to use as a dressing and dining room shall be provided at all fibrous plaster mills.

F. A. MARZORINI,
 Secretary for Labour.

Melbourne, 18th April, 1940.