



# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MAY 23.

[1940

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 24th May, 1940, 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.
1st year	} — 58 6	Persons under 19 years of age (other than apprentices or improvers) em- ployed—(a) car- rying tools, (b) as toolsmith's assist- ant ..	s. d. .. 62 5	Man in charge of six or more employees ..	104	6	129 6
2nd "				Man in charge of borers, testing ground ..	101	2	126 5
3rd "				Powder monkey .. .. .	108	6	135 3
				Concrete manhole builder .. .. .	108	2	134 8
				Man in charge of concrete mixer doing running repairs .. .. .	98	0	122 8
				Manhole builders' labourer .. .. .	95	8	119 8
PROPORTION.				Gauger, mixer, or handler of concrete or placer of steel reinforcements for concrete .. .. .	95	8	119 8
Apprentices.				Leading trimmer, manhole sinker (any shape), timber cutter, preparer, or measurer and invert block setter .. .. .	101	2	126 5
One apprentice to every three or fraction of three workers receiving not less than the rate fixed in this Determination for "All others."				Renderers employed in pipes, tunnels, or covered drains .. .. .	132	0	162 0
				Renderers employed in open drains .. .. .	118	3	149 2
				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 ..	97	8	122 8
				Rigger in charge of vent erecting or dismantling ..	110	0	136 6
				Sinkers (other than manhole sinkers), Drivers, Hammer and drill hands, Jumpermen and trim- mers (other than leading trimmers), Persons drawing timber in drives, or working below 12 feet in shafts drawing timber, Vent erectors, Vent dismantlers, and Boreers testing ground ..	95	8	119 8

NOTE.—Additional rates are provided for persons employed by Contractors. See foot of this clause.

Apprentices or Improvers.	Juveniles.	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.
		Man in charge of machine pumping water from trenches and doing running repairs .. ..	95 8	119 8
		Foreman's assistant .. ..	95 8	119 8
		Machine borer or pneumatic pick user .. ..	104 6	130 0
		Pitcher setter .. ..	97 6	121 6
		Pipe layer and/or jointer and/or person using blow lamp in manholes whilst painting ironwork in manholes .. ..	97 8	122 8
		Pipe layer or jointer or any other person out- ting 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 .. ..	126 6	157 3
		Man in charge of compressed air machine, doing running repairs, and jack hammer repairer ..	108 2	134 8
		Toolsmith .. ..	99 6	125 0
		Slurry filler .. ..	90 9	114 0
		Topman .. ..	85 8	107 8
		Scoop filler .. ..	95 8	119 8
		Ploughman .. ..	101 8	123 6
		Ploughman's assistant .. ..	88 8	112 2
		Windlass hand working alone on a tripod windlass	91 8	115 2
		Other Windlass hands .. ..	88 8	112 2
		All others .. ..	85 8	107 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.		

Persons employed by Contractors shall be paid the following amounts in addition to the rates set out in clause 2 in lieu of holidays set forth in clauses 5 and 7 (a).

	s. d.
Apprentices or Improvers .. ..	2 11 per week
Juvenile Workers .. ..	3 1
All other Employees .. ..	4 2

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 who is required to work in any excavation in which water, other than rain, is continually falling or dripping from overhead or from the sides of the excavation to such an extent that the employees' clothing is wetted, or any employee who, during the normal course of his work in any excavation, is required to stand in water exceeding 2 inches in depth, 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.—(i) 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.

(ii) Slurry fillers shall receive 1s. per week extra, unless suitable boots are supplied by the employer.

(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 other than those employed by Contractors shall be entitled to the following holidays without deduction of pay:—New Year's 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 Year's 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) **ANNUAL LEAVE.**—(a) All persons other than those employed by Contractors shall receive leave of absence without deduction of pay on the days intervening between Boxing Day and New Year's Day.

(b) Any person who is required to work on any of the intervening days referred to in the preceding sub-clause shall be allowed, at a time suitable to himself, an equivalent number of days in lieu thereof as holidays without deduction of pay. This clause shall not apply to persons employed by Contractors.

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

This clause shall only apply to an employee who has been in the service of the same employer for at least three months, and shall operate from the 24th day of May, 1940.

(9) **PAYMENT OF WAGES.**—All employees shall be paid weekly.

(10) **MEAL ALLOWANCE.**—An employee required to work overtime for two hours or more without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if the work extends into a second meal hour, 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as the job who can reasonably return home for meals.

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

(12) **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 (i)).

(13) **EMPLOYEE ON JUMP UPS.**—Any employee working on jump ups shall be supplied with assistance.

(14) **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.

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

(16) **SANITARY ACCOMMODATION.**—Where six or more men are employed suitable sanitary accommodation shall be provided.

(17) **PROVISION OF STAGE OR WINDLASS.**—Any shaft 11 feet or more deep shall be provided with a stage or windlass.

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

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

(20) **CARRYING OF TOOLS.**—Any employee who is instructed to carry his tools to another job on the next working day shall be allowed to cease work  $\frac{1}{4}$  of an hour earlier on the day he is so instructed and to start  $\frac{1}{4}$  of an hour later on the following day, and for such time shall be paid at ordinary rates.

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

J. V. WILLOX, Secretary.

Melbourne, 7th May, 1940.

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