



VICTORIA GOVERNMENT GAZETTE.

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[1940

Factories and Shops Acts.

DETERMINATION OF THE SAND PIT BOARD.

NOTE.—This Determination on the 12th July, 1940, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Acts*, the *Wages Board* which since the 2nd October, 1939, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in connexion with—A sand pit at labouring work, excavating, handling, or removing sand for trade or sale, or excavating, handling, or removing sand for the construction or the maintenance of roads, but not including persons subject to the jurisdiction of the *Carters Board*," has made the following Determination, namely:—

(1) That on the 12th July, 1940, the previous Determinations of the Sand Pit Board shall be revoked and replaced by this Determination.

(2)

WAGES.

Apprentices and Improvers.			Other Employees.		
		Wages per Week of 44 Hours. s. d.			Wages per Week of 44 Hours. s. d.
Under 16 years of age	24 6	Leading hand in charge of five or more employees	93 0
" 17 " "	31 6	Powder monkey employed in sand pit	95 0
" 18 " "	38 9	Nozzleman	86 0
" 19 " "	46 3	Ploughman	86 0
" 20 " "	54 0	Tipman	86 0
" 21 " "	61 3	Scoopman	86 0
PROPORTION.			Shoveller	86 0
(Within any factory or place.)			Shaft sinker	93 0
Apprentices.			Pneumatic pickman	91 0
One apprentice to every three or fraction of three workers			Jumpersman	91 0
receiving not less than the minimum wage.			Pickman	86 0
An indenture of apprenticeship prescribed by the Board			Drivers—		
was approved on 18th June, 1924.			One horse	85 0
Improvers.			Two horses	88 0
One improver to every five or fraction of five workers			Three horses	91 0
receiving not less than the minimum wage.			Motor vehicle having maker's capacity of—		
			25 cwt. or less	91 0
			Over 25 cwt., but not over 3 tons	95 0
			Over 3 tons, but under 6 tons	98 0
			All others	82 0

(3) DAILY HOURS.—The number of hours which may be worked on each day shall be—

Monday to Friday 8 hours.

Saturday 4 hours.

Provided that if a five-day week is worked the ordinary daily total of working hours on Monday to Friday shall be 8 4-5ths.

(4) OVERTIME.—In excess of the hours fixed in clause 3 or after 12 noon on Saturday the rate shall be time and a quarter for the first four hours' work done in any one week and time and a half thereafter.

(5) CASUAL LABOUR.—Casual workers, i.e., workers employed for not more than 22 hours in any week shall be paid at the rate of 3d. per hour in addition to the ordinary rates.

(6) PRO RATA PAYMENT OF WAGES.—An employee other than a "casual worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(7) PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day.

(8) **SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**—Double time shall be the special rate for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Labour Day, Good Friday, or Easter Monday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(9) **SHIFT WORK.**—Employees working shift shall be paid 5 per cent. more than ordinary rates.

(10) **SICK PAY.**—Where an employee is disabled by personal ill-health (not attributable to misconduct) proof of which sickness is given to the employer within 24 hours of the employee's consequential absence, he shall 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.

(11) **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*, this Board hereby determines that rates for male adults shall be automatically increased or decreased by the same amount, and at the same time as such basic wage, provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be made to the nearest 3d.

The basic wage shown hereunder shall be adjusted as prescribed in clause (12).

Basic Wage.

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

(12) **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 (11).

(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 Statisticians' "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statisticians' 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 such 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		

R. J. EDWARDS, Chairman.

L. M. BRADY, Secretary.

Melbourne, 24th June, 1940.