



VICTORIA

## GOVERNMENT GAZETTE.

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No. 358]

FRIDAY, SEPTEMBER 27.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE PLUMBERS BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) Plumbing and Gasfitting were proclaimed on the 10th October, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928*, for the Metropolitan District, and on the 23rd March, 1938, for the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newtown and Chilwell, and the Moorpanyal riding of the shire of Corio.

Full particulars of the *Apprenticeship Regulations* for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which, since the 24th April, 1939, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in any plumbing work (including electrical or gasfitting) or employed in fixing any material used instead of metal for pipes, guttering, or roof covering (other than slates or tiles) in connexion with the erection or repair of buildings"—

has made the following determination, namely:—

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

(2)

Apprentices (other than those covered by the Apprenticeship Commission).	WAGES.	Per Week of 44 Hours. s. d.	Improvers.*	WAGES.	Per Week of 44 Hours. s. d.	Other Employees.	WAGES.	Per Week of 44 Hours. £ s. d.	Per Hour. s. d.
1st year .. ..	16 11		1st year .. ..	25 0		Persons employed—			
2nd „ .. ..	23 9		2nd „ .. ..	31 3		(a) Where the artificial temperature is—			
3rd „ .. ..	31 3		3rd „ .. ..	37 6		Over 130° F. .. ..	10 4 7	4 7½	
4th „ .. ..	42 6		4th „ .. ..	56 3		115° F., but not exceeding 130° F. .. ..	9 7 9	4 3½	
5th „ .. ..	56 3		5th „ .. ..	75 0		50° F. or lower .. ..	10 4 7	4 7½	
6th „ .. ..	77 6		6th „ .. ..	100 0		(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower .. ..	8 6 1	3 9½	
and thereafter the minimum wage.			and thereafter the minimum wage.			(c) Lead burning or at lead work connected therewith .. ..	7 9 3	3 4½	
PROPORTION (within any factory or place).			PROPORTION (within any factory or place).			(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) .. ..	6 5 0	2 10½	
One apprentice to every two or fraction of two workers receiving not less than £6 5s. per week of 44 hours.			One improver to four			(e) In fixing any material used instead of metal for pipes, guttering or roof covering—	6 5 0	2 10½	
An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923			Two improvers to fifteen			(f) At any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main or service laying) ..	6 5 0	2 10½	
			Three improvers to thirty			NOTE.—See clause 10 re casual rate, and clause 12 re ship work.			
			and thereafter one additional improver to every seven additional						

\* The employment of any improver within the Metropolitan District and any new improver within the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newtown and Chilwell, and the Moorpanyal riding of the shire of Corio is illegal.  
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## (3) Times of beginning and ending work—

Time of beginning.	Time of Ending.
7.45 a.m. . . . .	12 noon on Saturday or the day on which the half-holiday is locally observed, and
7.45 a.m. . . . .	5.15 p.m. on the other working days of the week.

## (4) OVERTIME.—The following rates shall be paid for all work done during the times specified hereunder :—

## (a) Outside the hours fixed in Clause 3 :—

	On Saturday or the Day on which the Half-holiday is Locally Observed.	On the other Working Days of the Week.
Between 5.15 p.m. and 6.15 p.m. . . . .	.. .. .	Time and a half
" 6.15 p.m. and midnight .. .. .	.. .. .	Double time
" 12 noon and 1 p.m. . . . .	Time and a half	.. .. .
" 1 p.m. and midnight .. .. .	Double time	.. .. .
" Midnight and 7.45 a.m. . . . .	Double time	Double time

## (b) Within the hours fixed in Clause 3 in excess of 44 hours in any week :—

First hour .. .. .	Time and a half.
Thereafter .. .. .	Double time.

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (by persons not subject to *Anzac Day Act 1928*), Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable on the day so substituted.

## (6) ALLOWANCES.—The following allowances in addition to wages rates shall be paid :—

## (a) To a person employed on work away from the centre—

(i) An amount equal to the fares payable by the most convenient public conveyance to go from and to the centre to and from his work.

The provisions of this sub-clause shall not apply to the Metropolitan Gas Company or where the employer provides a convenient conveyance.

(ii) For time necessarily occupied in travelling from and to the centre to and from his work—

(a) During usual working hours .. .. .

(b) Outside usual working hours—

Time in excess of a total of 1½ hours occupied in going from and to the centre to and from his work } Ordinary rates.

(iii) For work done at a distance from the centre, if the employee is unable to return to his home the same night, and suitable board and lodging has not been provided by the employer .. 9d. per hour extra.

For the purpose of the above sub-clauses "Centre" shall mean the employer's usual place of business or the employee's residence, whichever is nearer to the work.

## (b) To a person employed—

(i) On work requiring a swing scaffold, swing seat, or rope; or .. .. . } 1s. for the first four

(ii) Clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing, and putting same in proper order; or .. .. . } hours or any portion thereof, and

(iii) On work in any confined space other than in a ship; or .. .. . } 3d. for each hour

(iv) On work in wet places, other than in a ship .. .. . } thereafter on any day.

(7) MEAL MONEY.—Where an employee is required to work overtime in excess of one hour, and has not been given notice of same on the previous working day, he shall be allowed an amount of 1s. 6d. for a meal.

(8) EMPLOYEE ATTENDING FOR DUTY.—When an employee in accordance with directions given by an employer or his responsible representative, attends for duty at the place so directed, but his services are not required, such employee shall be paid 5s. and an amount equal to the fares to and from such place.

## (9) TOOLS AND APPLIANCES.—That if any employee is required to provide any or all of the following tools or appliances :—

Caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrills, dummies, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vices—

1s. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer.

(10) CASUAL LABOUR.—Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary hourly rate with an addition of 10 per centum.

(11) TERMINATION OF EMPLOYMENT.—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. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

## (12) SHIP WORK—

(i) All work done on a ship of any class—

(a) whilst it is under way; or

(b) in wet places or confined spaces; or

(c) in a ship which has done one trip or more, in oil fuel tanks, in bilges under engine-room or stokeholds or on soil pipes—

shall be paid for at the rate of 8d. per hour in addition to the ordinary wage.

(ii) For the purposes of this paragraph—

"Wet Place" means one in which the clothing of the workman necessarily is wetted to an uncomfortable degree, or one in which water accumulates underfoot to a depth exceeding two inches.

"Confined Space" means one of which the dimensions are such that the workman must work in a stooped or cramped position, or without adequate ventilation, or where confinement within a limited space is productive of unusual discomfort to him.

(iii) Should the employer and the workmen be unable to agree whether or not any work done by the latter is such as entitles him to the additional wage provided by this paragraph, the question is to be submitted to a Referee, chosen by the parties, whose decision will be binding on both of them. In the event of the parties being unable to agree on a Referee, application is to be made to the Secretary of the Department of Labour of the State of Victoria to appoint an Inspector to determine the matter in dispute, and the decision of such Inspector will be binding on both of them.

(13) DAY FOR PAYMENT OF WAGES.—Wages, allowances and other moneys due shall be paid not later than 5 p.m. on Thursday of each working week. On termination of employment by the employer, all wages, allowances and other moneys shall be paid at the time of dismissal. The employee shall not be deemed to have ceased employment until he has been paid.

The provisions of this clause shall not apply in respect to persons employed by the Metropolitan Gas Company.

(14) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rate set out in section F of clause 2 for persons employed at any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main, or service laying) is 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 rate shall be automatically increased or decreased by the same amount, and at the same time as such basic wage, and that all other wages rates shall be adjusted proportionately to adjustments of the rate in the said section F.

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

*Basic Wage.*

Place.	Basic Wage.	Additional Constant Loading.	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	£ s. d. 3 18 0	s. d. 6 0	Melbourne

(15) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in November, 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 a November, a February, a May, or an August, 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 to a place is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter 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 plus the additional constant loading as prescribed in clause (14).

*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		

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

GEO. E. PARR, Secretary.

Melbourne, 16th September, 1940.

