



VICTORIA GOVERNMENT GAZETTE.

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No. 43]

FRIDAY, FEBRUARY 16.

[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 17th February, 1940, the adjusted Determination of this Board, which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

	<i>s.</i>	<i>d.</i>
Ganger, i.e., a man in charge of over six men	102	0
Leading waterman	99	0
Leading hand, i.e., a man in charge of from three to six men	94	0
Waterman, i.e., a man who distributes sewage from channels over land	91	0
Groundsman, i.e., a man who prepares ground ahead of a waterman	91	0
Sewage tank attendant	91	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	91	0
Tide gate attendant, i.e., a man who keeps channels open at seafront	89	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.

(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.

(6) **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 EMPLOYEES.**—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.

(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 15 0	Melbourne

(15) **ADJUSTMENT OF BASIC WAGE.**

(a) Until the beginning of the first pay period to commence in May, 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 May, an August, a November or a February, 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 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		

D. GRANT, Chairman.

GEO. PARR, Secretary.

Melbourne, 2nd February, 1940.



VICTORIA GOVERNMENT GAZETTE.

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

No. 44]

FRIDAY, FEBRUARY 16.

[1940

Factories and Shops Acts.

DETERMINATION OF THE QUARRY 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 which, since 13th October, 1934, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of person employed in—

- (1) the process, trade or business of quarrying not including agriculture;
- (2) (a) carting or driving, or assisting in carting or driving in connexion with or incidental to the trade or business of quarrying (not including agriculture);
- (b) the trade of crushing stone;

has made the following determination, namely:—

(1) That on the 17th February, 1940, the adjusted Determination of this Board which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2)

Apprentices.	Improvers.	Other Employees.	Day Shift.		Afternoon or Night Shift.		Hours Per Week.
			Wages.				
			Per Hour.	Per Week.	Per Hour.	Per Week.	
CARTING AND DRIVING.			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Wages. Per Week.*	Wages. Per Week of 48 Hours. <i>s. d.</i>	Powder monkey† ..	2 6 ⁶ / ₁₁	112 0	3 2 ² / ₁₁	140 0	44
		Assistant powder monkey†	2 3 ¹⁰ / ₂₂	101 6	2 10 ⁷ / ₁₁	127 0	44
		Hammerman ..					
		Dresser of pitchers or cubes or Scabblers	2 4 ¹⁰ / ₁₁	106 0	3 0 ¹⁵ / ₄₄	133 3	44
1st year ..	Under 18 years ..	Spaller ..	2 3	99 0	2 9 ²¹ / ₂₂	124 6	44
2nd ..	18 and under 19 years	Faceman ..	2 3 ⁹ / ₁₁	102 0	2 10 ¹⁷ / ₂₂	127 6	44
3rd ..	19 .. 20 ..	Feeder of a stone crushing machine ..	2 3	99 0	2 9 ²¹ / ₂₂	124 6	44
	20 .. 21 ..	Dust hole men ..	2 3	99 0	2 9 ²¹ / ₂₂	124 6	44
		Persons boring holes by hand or machine ..	2 3	99 0	2 9 ²¹ / ₂₂	124 6	44
And thereafter the minimum wage.		Blacksmith ..	2 3 ⁵ / ₁₁	101 0	2 10 ¹ / ₂	126 6	44
		Tool sharpener ..	2 3 ⁶ / ₁₁	101 0	2 10 ¹ / ₂	126 6	44
		Carters or drivers driving—					
PROPORTION (within any place).	Wages. Per Week of 44 Hours. <i>s. d.</i>	One horse ..	1 11 ¹ / ₂	94 0	2 5 ⁵ / ₁₆	117 3	48
One apprentice to every three or fraction of three workers receiving not less than 90s. per week.	1st year ..	Two horses ..	2 0 ¹ / ₂	99 0	2 6 ¹ / ₂	123 6	48
	2nd ..	Three horses ..	2 1 ¹ / ₂	103 0	2 8	128 0	48
	3rd ..	Four or five horses ..	2 2 ¹ / ₂	105 0	2 8 ¹ / ₂	130 0	48
	4th ..	And 6d. extra per day for each additional horse.					
* Apprentices shall be subject to the number of hours per week as fixed for their respective sections.	And thereafter the minimum wage.	Drivers of motor vehicles of the following carrying capacity—					
An indenture of apprenticeship prescribed was approved on 6th August, 1923.		Not exceeding 25 cwt.	1 10 ¹ / ₂	90 0	2 4 ¹ / ₂	114 6	48
		Exceeding 25 cwt., but not exceeding 3 tons	1 10 ¹² / ₁₆	91 3	2 5 ¹ / ₁₆	116 3	48
		Exceeding 3 tons	2 0 ¹ / ₁₆	96 3	2 6 ¹¹ / ₁₆	122 9	48
		All others ..	2 0 ⁶ / ₁₁	90 0	2 6 ¹⁰ / ₄₄	113 3	44
		† See clause 7 re definition					
		‡ See clause 8 re definition					
	(A) Where a working crane is in operation for the production of pitchers or building stone:—						
	One improver to every three or fraction of three workers receiving not less than 102s. per week of 44 hours.						
	(B) Where Spall Quarrying is carried on:—						
	One improver to every twenty or fraction of twenty workers receiving not less than 90s. per week of 44 hours.						

Where an employee is working in water, he shall, in addition to the ordinary rate, be paid 1s. per day or portion of a day extra.
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(3) SHIFTS—

(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 " "	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.

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 spread of hours 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.

(4) TIME WAGES.—Any person working on time wages in connexion with stonecrushing plants for less than the number of hours of an ordinary week's work, shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work, be paid the ordinary wages rate with an addition of thirty-three and one-third per centum.

(5) SPECIAL RATES.—For all work done on Sunday and the undermentioned holidays the rates shall be :—

Sunday	Double time.
Australia Day, Labour Day, King's Birthday	Time and a half.
New Year's Day, Good Friday, Easter Monday, Anzac Day, Christmas Day and Boxing Day,	Double time.
provided that time and a half only shall be payable in respect of time worked rendered necessary by a breakdown in plant	

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.

(6) TOOLS AND APPLIANCES.—That any employee on wages rates who is called upon to supply any or all of the following Tools or appliances, viz. :—

Picks, shovels, wheelbarrows, face bars, banker bars, drills, jumpers, dressing hammers, spawing hammers, striking hammers, scabbling picks, or any other tools that may be necessary for the process of quarrying, shall be paid by the employer 3d. per hour in addition to the ordinary rates fixed by this Determination.

(7) POWDER MONKEY.—Powder monkey shall mean a person using or having charge of explosives during any portion of a week.

(8) ASSISTANT POWDER MONKEY.—Assistant powder monkey shall mean a person who assists a powder monkey. Provided that if, in the absence of the powder monkey and/or for any other reason, he carries out the duties of a powder monkey, he shall be paid at the rate fixed for such person.

(9) SANITATION.—Proper sanitary conveniences shall be provided by the employer for the use of employees.

(10) PAYMENT OF WAGES.—An employee kept waiting for his wages on pay day for more than a quarter of an hour after—

(a) the usual time of ceasing work in the case of a person not working overtime, or
 (b) his time of ceasing work in the case of a person working overtime,
 shall be paid at overtime rates after that quarter of an hour with a minimum of a quarter of an hour.

(11) SHELTER SHEDS.—Shelter sheds, to give reasonable protection to the employees, shall be provided by the employer.

(12) CARRYING OF WORKING TOOLS.—All time occupied by an employee in carrying his working tools—

(a) into or out of the quarry, or
 (b) for a greater distance than 100 yards to or from the face of the quarry,
 shall be paid for at the rate fixed in this Determination for the class of work usually performed by him.

(13) MEAL INTERVAL.—In places where only one shift is worked, each employee shall have not less than one hour meal interval each day.

(14) EMPLOYEE PRESENTING HIMSELF FOR WORK.—Any employee who is not informed before he leaves the job at the end of his shift that he is not required to work at his next shift, and having presented himself at the time fixed for commencing work, is not employed, shall be paid for two hours on the basis of his classification. Provided that where an employee becomes entitled to payment as aforesaid, and is employed for part of the shift, he shall not receive payment for more than an ordinary day's work for such shift.

The provisions of this clause shall not apply where unemployment is caused by a breakdown in machinery, rain, or conditions brought about by wet weather or other act of God.

To be entitled to the benefit of this provision, an employee (other than a driver of a motor vehicle engaged in delivery) shall have worked the whole or part of his immediately preceding shift.

(15) PIECE-WORK.—The lowest piece-work prices to be paid to persons engaged in the undermentioned work shall be—

	Dressing.		Knocking Out and Dressing.	
	Per Hundred.	Per Hundred.	Per Hundred.	Per Hundred.
Pitchers—				
9 inches wide × 9 inches deep × 10 to 14 inches long	11 11	20 4
9 " " × 9 " " × 10 " 13 " " "	10 2	18 9
9 " " × 8 " " × 10 " 13 " " "	9 5	17 3
9 " " × 4 to 6 inches deep × 10 to 14 inches long	7 11	15 2
Cubes—				
4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long	9 8	17 10
3½ " 6 " " × 7 inches " × 10 " 14 " " "	8 10	15 3
4 " 6 " " × 5 to 6 inches " × 8 " 12 " " "	8 1	13 8

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.

All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

Pitcher kerb	Knocking Out and Dressing.	2½d. per lineal foot.
Kerbing stones—Hammer dressed—		
12 inches deep × 6 inches to 12 inches wide, not exceeding 5 feet in length	4d. " "	
All radial stone	8d. " "	
Building stone up to 12 inches × 12 inches, not exceeding 7 feet in length	6d. " "	
All stone over 12 inches × 12 inches, not exceeding the cubical content of 15 cubic feet	6d. per cubic foot.	
All stone exceeding the cubical content of 15 cubic feet	9d. " "	
	When the material is removed in a Wheelbarrow to a distance of more than 50 yards.	In all other cases.
	Per superficial yard.	Per superficial yard.
Stripping—	s. d.	s. d.
Not exceeding 18 inches in depth	2 0	1 11
Exceeding 18 inches, but not exceeding 30 inches in depth	2 1	2 0
	Per cubic yard.	Per cubic yard.
Exceeding 30 inches in depth	2 2½	2 1½
Spalling, but not including spalls produced on the banker from cut stone or pitchers	2s. 1½d. per cubic yard.	

PERIODICAL ADJUSTMENT OF WAGES.

(16) 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. Provided that proportionate adjustments to the rates for apprentices and improvers and to the piecework prices shall be made at the same time as follows:—

(a) The rates for apprentices and improvers to the nearest 3d., half or less than half of 3d. to be disregarded.

(b) The piecework prices as set out in clause (15) to the nearest penny.

The basic wage shown hereunder shall be adjusted as prescribed in clause (17).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 3 15 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(17) (a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (16).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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 such successive period.

Table.

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

D. GRANT, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 2nd February, 1940.

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