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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE BRICKLAYERS BOARD.

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

(2) On the 7th July, 1926, the power to determine the lowest prices or rates which may be paid to any persons employed laying or fixing faience or majolica on floors, walls, or ceilings, was taken from the Tilers Board and conferred exclusively on the Bricklayers Board.

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 (other than labourers) wheresoever employed in the process, trade or business of a bricklayer," has made the following Determination, namely:—

(1) That on the 26th June, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) \* WAGES.

Apprentices.—PER WEEK OF 44 HOURS.				Improvers.—PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year .. .. .	23 6	1 0	24 6	1st six months .. .. .	19 3	1 0	20 3
2nd year .. .. .	35 9	1 6	37 3	2nd six months .. .. .	28 3	1 6	29 9
3rd year .. .. .	57 0	2 6	59 6	2nd year .. .. .	40 9	2 0	42 9
4th year .. .. .	64 0	3 0	67 0	3rd year .. .. .	66 0	3 0	69 0
5th year .. .. .	79 9	3 6	83 3	4th year .. .. .	85 6	4 0	89 6
				5th year .. .. .	101 9	4 6	106 3

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 137s. 10d. per week of 44 hours.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 137s. 10d. per week of 44 hours.

Other Employees.—PER WEEK OF 44 HOURS.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Per Hour.
	s. d.	s. d.	s. d.	s. d.
Foreman bricklayer in charge of three or more employees .. .. .	139 5	6 0	145 5	3 3 <sup>29</sup> / <sub>44</sub>
Bricklayers employed on sewerage work, drainage work, or underground work not connected with building construction .. .. .	139 5	6 0	145 5	3 3 <sup>29</sup> / <sub>44</sub>
Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—				
(a) Where the temperature does not exceed 140° Fahrenheit .. .. .	155 11	6 0	161 11	3 8 <sup>7</sup> / <sub>44</sub>
(b) Where the temperature exceeds 140° Fahrenheit .. .. .	171 6	6 0	177 6	4 0 <sup>0</sup> / <sub>22</sub>
Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—				
(a) Where the temperature does not exceed 140° Fahrenheit .. .. .	155 11	6 0	161 11	3 8 <sup>7</sup> / <sub>44</sub>
(b) Where the temperature exceeds 140° Fahrenheit .. .. .	171 6	6 0	177 6	4 0 <sup>0</sup> / <sub>22</sub>
Bricklayers employed in the construction of and/or repairs to stills .. .. .	155 11	6 0	161 11	3 8 <sup>7</sup> / <sub>44</sub>
Bricklayers employed at acid resisting brickwork .. .. .	155 11	6 0	161 11	3 8 <sup>7</sup> / <sub>44</sub>
Bricklayers employed on repair work to furnaces and towers in chemical works .. .. .	171 6	6 0	177 6	4 0 <sup>0</sup> / <sub>22</sub>
Bricklayers laying glass bricks .. .. .	131 10	6 0	137 10	3 11 <sup>5</sup> / <sub>22</sub>
Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building) .. .. .	137 2	6 0	143 2	3 3 <sup>1</sup> / <sub>22</sub>
Bricklayers employed on all other new firework and all work pertaining thereto .. .. .	139 5	6 0	145 5	3 3 <sup>29</sup> / <sub>44</sub>
All other bricklayers .. .. .	131 10	6 0	137 10	3 11 <sup>5</sup> / <sub>22</sub>
Persons employed laying or fixing faience or majolica on floors, walls, or ceilings .. .. .	131 10	6 0	137 10	3 11 <sup>5</sup> / <sub>22</sub>
Bricklayers employed building chimney stacks shall be paid—				
Over 50 feet to 100 feet, 1s. 0 <sup>1</sup> / <sub>2</sub> d. per day extra.				
And for every additional 50 feet or fraction thereof, 1s. 0 <sup>1</sup> / <sub>2</sub> d. per day extra.				

\* NOTE.—Section 151 Act 3677 reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

(3) ALLOWANCES.—(a) *Fares*.—An amount of 3s. 6d. per week shall be made in lieu of fares on all work performed within 12 miles of the Post Office at the corner of Bourke and Elizabeth streets, Melbourne, or the principal Post Offices of the cities of Ballarat, Bendigo, or Geelong. When work is performed outside that area an employee shall be paid all fares necessarily incurred in travelling to and from the job to and from his residence.

When an employee is engaged to work at such a distance that he is unable to return to his residence the same night he shall be paid, in addition to any other rates to which he is entitled:—

(i) Six shillings per day for the first seven days and thereafter at the rate of 32s. 6d. per week extra unless suitable board and lodging has been provided by the employer.

(ii) The fares necessarily expended, in addition to travelling time at ordinary rates.

Sub-clauses (i), (ii) of this clause shall not apply to an employee unless he notifies the employer or his representative of his place of residence before being engaged.

(b) *Travelling*.—A travelling allowance of 1s. 4d. per day shall be paid to all employees on work within a radius of 12 miles of the Post Office at the corner of Bourke and Elizabeth streets, Melbourne, or the principal Post Offices of the cities of Ballarat, Bendigo, or Geelong, except where a travelling allowance has been fixed by the Commonwealth Court of Conciliation and Arbitration.

(4) PAYMENT OF WAGES.—(a) All wages due shall be paid not later than Thursday in each week.

(b) An employer shall not keep more than one day's pay in hand.

(c) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, or paid by post or otherwise within 24 hours thereafter. If wages are not paid within the time prescribed in this paragraph, the employee shall be deemed to continue to be employed at ordinary rates until such wages are paid.

(d) All other wages shall be paid during ordinary working hours.

(5) TIME OF BEGINNING AND ENDING WORK.—The times of beginning and ending work for persons (other than those employed on sewerage work, drainage work, or underground work not connected with building construction) shall be:—

(a) Within the following part of the city of Melbourne, namely, in Flinders-street, Spencer-street, Victoria-street, and Spring-street, and within the area enclosed by such streets:—

Time of Beginning.	Time of Ending.
8 a.m. . . . .	5 p.m. Monday to Friday inclusive.
8 a.m. . . . .	12 noon on Saturday.

(b) All other places:—

Time of Beginning.	Time of Ending.
7.45 a.m. . . . .	5.15 p.m. on each of five days in the week.
7.45 a.m. . . . .	12 noon on the other working day of the week on which the half-holiday is usually observed.

(6) OVERTIME.—(a) Persons employed on sewerage work, drainage work, or underground work not connected with building construction, shall be paid:—

For work done in excess of 44 hours in any week . . . . . Time and a half.

(b) Persons employed on any other work shall be paid:—

For work done within the hours fixed as the time of beginning and ending work:—

(i) In excess of 4 hours on the day on which the half-holiday is usually observed and 8 hours on the other working days of the week . . . . . Time and a half.

(ii) In excess of 44 hours in any week . . . . . Time and a half.

For work done on the weekly half-holiday after 12 noon . . . . . Double time.

For work done on the other working days of the week:—

Between the time of ending work as prescribed in clause (5) and 8 p.m. . . . . Time and a half.

Between 8 p.m. and midnight . . . . . Double time.

Between midnight and the time of commencing work as prescribed in clause (5) . . . . . Double time.

(7) INCLEMENT WEATHER.—An employee shall be paid an allowance at ordinary rates, for time lost, not exceeding 8 hours in any one week, owing to inclement weather.

(8) REST INTERVAL.—There shall be an interval of ten minutes at a time fixed by the employer between 9.30 a.m. and 10 a.m. for rest on each day Monday to Friday inclusive in each week for each employee, such time to count as time worked. Boiling water for tea shall be provided by the employer for the employee during such interval if the employee so desires.

(9) FIRST-AID OUTFIT.—An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

(10) TRANSPORT.—If an employee is required to work overtime or on a Sunday or holiday (mentioned in clause (16) ) and no regular means of conveyance is available the employer shall at the request of the employee provide suitable transport to convey him to the job or to his residence as the case may be. If the employer fails to provide such transport he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

(11) TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour one hour's notice of termination of employment shall be given by either employer or employee. If such notice be not given, one hour's pay shall be paid or forfeited, as the case may be, in lieu thereof.

(12) DEFINITION OF FOREMAN.—Where four or more bricklayers are employed on any job, one shall be a foreman and entitled to the rate prescribed for such a foreman.

(13) TOOLS.—Each employer shall provide at the works a safe and suitable place for the tools of his employees.

(14) SHELTER.—Where reasonably practicable each employer shall provide suitable dressing accommodation on all jobs where more than six men are employed and the work lasts or is estimated to last more than three weeks.

(15) WORKING IN EXCESSIVE HEAT.—When a bricklayer in the last two hours of his day's work is working in artificial heat exceeding 140° Fah. he shall be allowed ten minutes of working time in which to cool off.

(16) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on—Sundays, Good Friday, Easter Monday, 26th January (Australia Day), 21st April (Labour Day), Anzac Day, Christmas Day, Boxing Day, and New Year's Day—shall be paid for at the rate of double time; but if any other day be by Act of Parliament for Proclamation substituted or any of the above-named holidays, the special rate shall be payable only for the day so substituted.

A. C. TINGATE, P.M., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 11th June, 1941.