



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 326]

THURSDAY, NOVEMBER 27.

[1941

Factories and Shops Acts.

DETERMINATION OF THE ASBESTOS-CEMENT WORKERS BOARD.

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

(b) On the 27th November, 1934, the Cement Articles Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material, and such power was conferred exclusively on the Asbestos-Cement Workers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 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:—

employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material;

has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence after the 20th November, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.			
Wages.				Wages.			
Per Week of 44 Hours.				Per Week of 44 Hours.			
Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Rate.	
s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	
16 and under 17 years of age ..	31 0	1 0	32 0	Wet Machine Leading Hand	99 0	5 0	104 0
17 and under 18 years of age ..	34 8	1 2	35 10	(where in sole charge of	98 0	5 0	103 0
18 and under 19 years of age ..	41 2	1 4	42 6	running) ..	97 0	5 0	102 0
19 and under 20 years of age ..	50 6	1 7	52 1	Mixer Attendant in Charge ..	96 0	5 0	101 0
20 and under 21 years of age ..	63 9	2 1	65 10	Asbestos Disintegrator (asbestos	96 0	5 0	101 0
<p>No apprentices or improvers under the age of sixteen years to be engaged.</p> <p>PROPORTION (IN ANY PLACE).</p> <p>Apprentices and Improvers.</p> <p>Two apprentices or improvers to every three or fraction of three workers receiving not less than 98s. per week of 44 hours.</p>				treatment) attendant ..	96 0	5 0	101 0
				Leading cutter-off ..	96 0	5 0	101 0
				Accessories moulders ..	96 0	5 0	101 0
				Wiremen in charge of Pressure	96 0	5 0	101 0
				Pipe Machine ..	96 0	5 0	101 0
				Wet trimmer (Power Guillotine	95 6	5 0	100 6
				only) ..	95 6	5 0	100 6
				Dry trimmer in charge of Power-	95 6	5 0	100 6
				Cutting Machines ..	95 6	5 0	100 6
				Cutters and turners Pressure Pipe	95 6	5 0	100 6
				Leading attendant Pressure Pipe	95 6	5 0	100 6
				Curing Tanks ..	94 0	5 0	99 0
				Men engaged in formation of	93 0	5 0	98 0
				corrugated sheets ..	93 0	5 0	98 0
				All others ..	93 0	5 0	98 0

(3) ALLOWANCE FOR AFTERNOON AND NIGHT SHIFT.—Persons working on afternoon or night shift, shall be paid at the rate of 5s. per week in addition to the rates set out in Clause (2).

(4) OVERTIME.—Time and a half shall be paid for all work done:—

(a) outside the usual starting and finishing times.

(b) Within the usual starting and finishing times, in excess of the number of hours fixed as a week's work.

Provided that a shift worker shall not be entitled to overtime unless he has worked more than 132 hours during any three consecutive weeks.

No. 326.—14065/41.

(5) **EMPLOYMENT FOR LESS THAN A FULL WEEK.**—Employees who work during any week for less than 44 hours shall be paid for the first 22 hours at the rate of time and a quarter and for all time thereafter ordinary time up to but not exceeding the ordinary wages rate for an ordinary week's work. Provided that if an employee voluntarily terminates his employment or is dismissed for misconduct or neglect of duty he shall be paid only the ordinary rate of wages for the number of hours actually worked.

This clause shall not apply in the case of a shiftworker who, subject to clause (4), is paid three weeks' wages in respect of three consecutive weeks' work; nor in the event of any breakdown of machinery or plant which prevents the continuation of production.

(6) **HOLIDAYS.**—All employees shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

This shall not affect the right of an employer to require any employee to work on any such day (except Anzac Day) provided that such employee is paid the extra rates as set out in clause (7) (Special rate for Sundays and Holidays).

(7) **SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.**—Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays then the special rate shall be payable only for the day so substituted.

(8) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted as holidays with pay a period of one week in each year (exclusive of the holidays mentioned in clause (6)) within the ensuing twelve months at a time suitable to the employer. Provided that any employee who leaves or is dismissed before the expiration of any twelve months' service shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., one day for each completed two months of service.

(9) **MEAL ALLOWANCE.**—A meal allowance of 2s. shall be paid to an employee in respect of any day on which he is required to work for a period of not less than two hours after the usual finishing time, unless he is notified by the employer on the previous day that he will be required to work such extra time.

(10) **SICK LEAVE.**—Any employee who has been in the service of the same employer for a period of not less than six (6) months, shall be entitled to a maximum aggregate of four (4) days sick leave of absence, with full pay, during each subsequent twelve (12) months' service, provided that he produces within 48 hours, after the commencement of such absence, evidence satisfactory to the employer that such absence was caused by personal ill-health.

(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*, 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 the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest *ld.*, half or less than half of *ld.* to be disregarded.

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

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	4 2 0	Melbourne

(12) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in February, 1942, 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 a February, a May, an August, or a November 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 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.

TABLE.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746	3 0 0	883-895	3 12 0
747-759	3 1 0	896-907	3 13 0
760-771	3 2 0	908-919	3 14 0
772-783	3 3 0	920-932	3 15 0
784-796	3 4 0	933-944	3 16 0
797-808	3 5 0	945-956	3 17 0
809-820	3 6 0	957-969	3 18 0
821-833	3 7 0	970-981	3 19 0
834-845	3 8 0	982-993	4 0 0
846-858	3 9 0	994-1006	4 1 0
859-870	3 10 0	1007-1018	4 2 0
871-882	3 11 0	1019-1030	4 3 0

RAY H. BEERS, P.M., Chairman.
E. LAITY, Secretary.

Melbourne, 6th November, 1941.