VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE WHARFS AND JETTIES BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely :—The Metropolitan District as defined in the *Factories and Shops Act* 1928 and the Order in Council thereunder; such portions of the city of Sandringham as are not within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; and the Moorpanyal riding of the shire of Corio.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which since the 10th November, 1927, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in **the trade of constructing or demolishing wooden or concrete wharfs, piers, or jetties,**" has made the following Determination, namely :—

(1) That on the 18th May, 1942, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in May, 1942, shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

Wages.				Proportion (in any place).
—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	
	s. d.	s. d.	s. d.	*Apprentices.* One apprentice to every three or fraction of three workers receiving not less than 104s. per week of 44 hours. *Improvers.* Three improvers to every four or fraction of four workers receiving not less than 104s. per week of 44 hours.
Under 16 years of age	31 0	2 0	33 0	
,, 17 ,, ,, ...	40 0	2 6	42 6	
,, 18 ,, ,, ...	48 9	3 0	51 9	
,, 19 ,, ,, ...	61 3	3 9	65 0	
,, 20 ,, ,, ...	71 0	4 6	75 6	
,, 21 ,, ,, ...	82 6	5 3	87 9	

OTHER EMPLOYEES.

	Wages.					
	Where One Shift only is Worked.			Where Two Shifts are Worked.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Foreman	132 3	6 0	138 3	137 3	6 0	143 3
Loading hand, i.e., a person in charge of not less than—						
(a) three nor more than ten employees	126 3	6 0	132 3	131 3	6 0	137 3
(b) eleven nor more than fifteen employees	129 3	6 0	135 3	134 3	6 0	140 3
Pile-driver	123 3	6 0	129 3	128 3	6 0	134 3
Pile-driver's offsider	106 0	6 0	112 0	111 0	6 0	117 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stopping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	120 3	6 0	126 3	125 3	6 0	131 3
Oxy acetylene burner on demolition work	120 3	6 0	126 3	125 3	6 0	131 3
Saw sharpener	119 6	6 0	125 6	124 6	6 0	130 6
Machine borer	106 0	6 0	112 0	111 0	6 0	117 0
Cleater	103 0	6 0	109 0	108 0	6 0	114 0
Cradler or squarer						
Hand borer						
Wharf carpenter's assistant	101 0	6 0	107 0	106 0	6 0	112 0
Dumper						
Other demolition workers	98 6	6 0	104 6	103 6	6 0	109 6
All others	98 0	6 0	104 0	103 0	6 0	109 0
CONCRETE WORK.						
Pneumatic pick user or jack hammer-man	104 0	6 0	110 0	109 0	6 0	115 0
Concrete floater	103 0	6 0	109 0	108 0	6 0	114 0
Mixer operator	103 0	6 0	109 0	108 0	6 0	114 0
Men filling moulds						
Gaugers, i.e., persons filling gauged barrows or boxes						
Other mixers	101 0	6 0	107 0	106 0	6 0	112 0
Men employed on reinforcements						
Barrowmen or general labourers	98 0	6 0	104 0	103 0	6 0	109 0

(3) HOURS.—The number of hours to constitute an ordinary week's work shall be 44.

(4) TERMS OF ENGAGEMENT.—(a) Engagement may be by the week or by the hour. If by the week it shall be terminable on either side by a week's notice, which may be made to expire at any time during a week of the employment.

Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled to payment in respect of wages only up to such time of dismissal.

(b) If an employee engaged by the week absents himself from work his wages shall be subject to a deduction for the time so absent.

Provided that he forwards or produces a certificate from a medical practitioner, or other evidence satisfactory to the management that his absence is reasonably justified by ill-health, his wages shall be free of such deduction for a period of six days in any one year.

(c) If engagement is by the hour, the rates of wages shall be increased by 10s. per week to cover payment for holidays and sick leave, but such amount shall not be taken into consideration when computing overtime, Sunday and holiday rates.

(5) SHIFTS.—That—

(a) The hour of beginning and the hour of ending each shift shall be as follows :—

	Time of Beginning.	Time of Ending.
Where one shift is worked—		
Monday to Friday (day shift)	8 a.m.	5 p.m.
Saturday (day shift)	7.45 a.m.	11.45 a.m.
Where two shifts are worked—		
Monday to Saturday (day shift)	6.30 a.m.	2.30 p.m.
" " (afternoon shift)	2.30 p.m.	10.30 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 total length 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 for the first two hours, and thereafter double time.

(6) FARE ALLOWANCE.—In addition to the amounts otherwise prescribed, an employee shall be paid an amount of 2s. 6d. per week as a fare allowance.

(7) HOLIDAYS.—(a) An hourly employee shall be entitled to receive the following holidays without pay :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac 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 the day so substituted shall be observed.

(b) An employee on weekly engagement shall be entitled to the above-mentioned holidays without deduction of pay.

(8) SPECIAL RATES.—All time worked on Sundays or on any of the holidays prescribed herein shall be paid for at the rate of double time.

"Rate of double time" for weekly employees shall mean as to the holidays set out an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

(9) ANNUAL LEAVE.—(*a*) An employee who has been in the constant service of one employer for at least one year and who has not absented himself from employment without leave except because of illness of himself or bodily injury to himself from accident shall, for each complete year of such service, be entitled to leave of absence for a period equal to one week of the employment, the period to be reckoned in addition to any of the holidays prescribed herein, and shall in respect of that period be paid his rate of wage per week as if he had worked instead of taking leave.

(*b*) If the employee does not receive such leave he shall, in addition to any other moneys payable to him under this determination be paid a week's pay.

(*c*) An employee who has been for not less than six months in an employer's service, and whose engagement is terminated, shall receive one half-day's holiday payment for each month spent in such employer's service,

(10) WET WORK RATE.—Men who in the ordinary course of their work are—

(i) Wetted from feet to knees .. .. .. } shall be paid 1s. per day or portion of a day extra, irrespective of
(ii) Working on rafting or staging awash .. .. } whether rubber boots are worn or not.

(11) CRIB TIME.—A period of twenty-five minutes shall be allowed to shift workers for crib time, without deduction of pay.

(12) MEAL ALLOWANCE.—An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 1s. 6d., or if the work extends into a second meal hour, 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their work and who can reasonably return home for meals.

(13) LIVING-ALLOWANCE.—Where employment necessitates the absence of an employee from his usual place of residence for more than a period of 24 hours he shall be entitled to an allowance of 25s. per week.

(14) HOT WATER.—The employer shall make provision where practicable for the supply of hot water during meal hours.

(15) CHANGING TIME.—When an employee, in the course of his work, falls or is knocked into water, not more than one hour without deduction of pay shall be allowed to enable him to change into dry clothing.

(16) MIXED FUNCTIONS.—Where an employee is required to do, and does on any one day for a time exceeding four hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

(17) 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 rate 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 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (18).

Basic Wage.

Place	Basic Wage.	Additional Constant Loading.	Index Number Set Assigned.
	£ s. d.	s. d.	
Within the area to which this Determination applies ..	4 6 0	6 0	Melbourne

(18) ADJUSTMENT OF BASIC WAGE.—(*a*) Until the beginning of the first pay period to commence in August, 1942, the amount of the basic wage shall be as prescribed in clause (17).

(*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 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 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 plus the additional constant loading as prescribed in clause 17.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
846–858	3 9 0	970–981	3 19 0
859–870	3 10 0	982–993	4 0 0
871–882	3 11 0	994–1006	4 1 0
883–895	3 12 0	1007–1018	4 2 0
896–907	3 13 0	1019–1030	4 3 0
908–919	3 14 0	1031–1043	4 4 0
920–932	3 15 0	1044–1055	4 5 0
933–944	3 16 0	1056–1067	4 6 0
945–956	3 17 0	1068–1080	4 7 0
957–969	3 18 0		

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

GEO. E. PARR, Secretary.

Melbourne, 30th April, 1942.

By Authority: H. E. DAW, Government Printer, Melbourne.