



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE SEWER BUILDERS BOARD.

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

(b) On the 13th September, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed as labourers in connexion with the construction of main storm water drains, whether open or closed, with a capacity not less than that of a circular drain of a diameter of 2 feet 6 inches.

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 persons employed as Labourers in connexion with the construction of sewers," has made the following Determination, namely:—

(1) That on the 18th March, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.		Juvenile Workers.	All other Employees.		
WAGES. Per Week of 44 Hours.		WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.		
				Day Shift and Afternoon Shift.	Night Shift.
				s. d.	s. d.
1st year	} — 66 5	Persons under 19 years of age (other than apprentices or improvers) employed—(a) carrying tools, (b) as toolsmith's assistant 70 10	Man in charge of six or more employees ..	122 6	147 6
2nd "			Man in charge of borers, testing ground ..	119 2	144 5
3rd "			Powder monkey	126 6	153 3
PROPORTION.			Concrete manhole builder	126 2	152 8
Apprentices.			Man in charge of concrete mixer doing running repairs	116 0	140 8
One apprentice to every three or fraction of three workers receiving not less than the rate fixed in this Determination for "All others."			Manhole builders' labourer	113 8	137 8
Improvers.			Gauger, mixer, or handler of concrete or placer of steel reinforcements for concrete	113 8	137 8
One improver to every fifty or fraction of fifty workers receiving not less than the rate fixed in this Determination for "All others."			Leading trimmer, manhole sinker (any shape), timber cutter, preparer, or measurer and invert block setter	119 2	144 5
			Renderers employed in pipes, tunnels, or covered drains	150 0	180 0
			Renderers employed in open drains	136 3	167 2
			Persons employed patching, i.e., cutting out porous concrete and filling up the hole, or, without cutting out, filling up holes in porous face with cement mortar, and striking and finishing the surface to approximately the same condition as the immediately adjoining concrete surface ..	115 8	140 8
			Rigger in charge of vent erecting or dismantling ..	128 0	154 6
			Sinkers (other than manhole sinkers), Drivers, Hammer and drill hands, Jumpermen and trimmers (other than leading trimmers), Persons drawing timber in drives, or working below 12 feet in shafts drawing timber, Vent erectors, Vent dismantlers, and Borers testing ground ..	113 8	137 8

NOTE.—Additional rates are provided for persons employed by Contractors. See foot of this clause.

Apprentices or Improvers.	Juveniles.	All other Employees.	
		WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.
			Day Shift and Afternoon Shift.
			Night Shift.
			s. d.
		Man in charge of machine pumping water from trenches and doing running repairs	113 8
		Foreman's assistant	113 8
		Machine borer, pneumatic pick or scabber user	122 6
		Pitcher setter	115 6
		Pipe layer and/or jointer and/or person using blow lamp in manholes whilst painting ironwork in manholes	115 8
		Pipe layer or jointer or any other person cutting out live pipes or cutting into live mains, sub-mains, or live manholes, or mains or sub-mains in open connexion with live mains or sub-mains	144 6
		Man in charge of compressed air machine, doing running repairs, and jack hammer repairer	126 2
		Toolsmith	117 6
		Slurry filler	108 9
		Topman	103 8
		Scoop filler	113 8
		Ploughman	119 8
		Ploughman's assistant	106 8
		Windlass hand working alone on a tripod windlass	109 8
		Other Windlass hands	106 8
		All others	103 8
		Employees working in airlocks, or compressed air up to 20 lb. per square inch, to be paid 6s. per day of 8 hours in addition to the ordinary rates. Hours to be 8 per shift, from bank to bank. Compression to be at the rate of 2 lb. per minute. Decompression to be at the rate of 1½ lb. per minute.	175 3
			152 8
			143 0
			132 0
			125 8
			137 8
			146 6
			130 2
			133 2
			130 2
			125 8

Persons employed by Contractors shall be paid the following amounts in addition to the rates set out in clause 2 in lieu of holidays set forth in clauses 5 and 7 (a).

Apprentices or Improvers	3 2 per week
Juvenile Workers	3 4 "
All other Employees	4 6 "

Renderer is a person engaged in applying by hand a continuous coat of cement mortar to any surface, and in bringing the same to true and even surface and lines with a trowel or float.

Any employee who is required to work in any excavation in which water, other than rain, is continually falling or dripping from overhead or from the sides of the excavation to such an extent that the employees' clothing is wetted, or any employee who, during the normal course of his work in any excavation, is required to stand in water exceeding 2 inches in depth, shall be paid 1s. 4d. per day or portion of a day in addition to the above rates.

Any person classified as a topman or an "All other" working at a depth of 8 feet or more and any other employee working at a depth of 16 feet or more shall be paid 2d. per hour in addition to above rate.

(3) ALLOWANCES.—(i) The following additional rates shall be paid to any person employed—

- (a) On all work within the Metropolitan District, 10d. per day or portion of a day.
- (b) On all work outside the Metropolitan District, 5d. per day or portion of a day.

(ii) Slurry fillers shall receive 1s. per week extra, unless suitable boots are supplied by the employer.

(4) SHIFTS.—That—

(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 (Day Shift)	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.

* Including 20 minutes for crib-time without deduction from wages.

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.

(5) PAYMENT FOR HOLIDAYS.—All employees other than those employed by Contractors shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day (only when Anzac Day does not fall on a Sunday).

- (6) **SPECIAL RATES.**—Double time shall be the rate for all work done on a Sunday, and ordinary rates for work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day (only when Anzac Day does not fall on a Sunday), and the employee shall be permitted to take any other day suitable to himself in lieu of such holiday worked and shall be paid at ordinary rates for the day so taken.
- (7) **ANNUAL LEAVE.**—(a) All persons other than those employed by Contractors shall receive leave of absence without deduction of pay on the days intervening between Boxing Day and New Year's Day.
(b) Any person who is required to work on any of the intervening days referred to in the preceding sub-clause shall be allowed, at a time suitable to himself, an equivalent number of days in lieu thereof as holidays without deduction of pay. This clause shall not apply to persons employed by Contractors.
- (8) **SICK PAY.**—(a) Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the beginning of the employee's consequential absence, he shall, on account thereof, be entitled, without deduction of pay, to absent himself from work for one day for each two months service or for a proportionate aggregate in a longer period, but not exceeding a total of six days in any year of employment.
(b) Notwithstanding the provisions of sub-clause (a) hereof an employee after one month of service shall be entitled to one day's sick leave.
- (9) **PAYMENT OF WAGES.**—All employees shall be paid weekly.
- (10) **MEAL ALLOWANCE.**—An employee required to work overtime for two hours or more 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 the job who can reasonably return home for meals.
- (11) **MINIMUM PAYMENT.**—Any employee who starts work on any day shall be entitled to a minimum of two hours' pay.
- (12) **EMPLOYEE PRESENTING HIMSELF FOR WORK.**—Any employee who presents himself for work and who is not permitted by the employer to commence work on that day for any of the following reasons, namely:—wet weather, waiting until shafts are bailed out, shortage of materials, or any other reasons over which the employee has no control, shall be paid:—
(a) A full day's pay if such employee holds himself in readiness for the whole working day or if he leaves with the consent of the employer before the end of the working day.
(b) The actual time for which such employee holds himself in readiness if he leaves without the consent of the employer before the end of the working day.
- (13) **EMPLOYEE ON JUMP UPS.**—Any employee working on jump ups shall be supplied with assistance.
- (14) **CHANGE HOUSE.**—Where six or more men are employed the employer shall provide a sufficiently roomy enclosed and roofed structure to enable employees to change their clothing.
- (15) **FIRST-AID OUTFIT.**—Where six or more men are employed a first-aid outfit shall be supplied.
- (16) **SANITARY ACCOMMODATION.**—Where six or more men are employed suitable sanitary accommodation shall be provided.
- (17) **PROVISION OF STAGE OR WINDLASS.**—Any shaft 11 feet or more deep shall be provided with a stage or windlass.
- (18) **SHEETING SHAFTS.**—All shafts sunk in sandy country below a depth of 8 feet shall be sheeted.
- (19) **TOOLS.**—The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).
- (20) **CARRYING OF TOOLS.**—Any employee who is instructed to carry his tools to another job on the next working day shall be allowed to cease work twenty minutes earlier on the day he is so instructed and to start twenty minutes later on the following day and for such time shall be paid at ordinary rates.

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

J. V. WILLOX, Secretary.

Melbourne, 3rd March, 1942.

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