



VICTORIA GOVERNMENT GAZETTE.

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[1943

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 as from the beginning of the first pay period to commence on or after the 12th March, 1943, 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.	s. d.	s. d.	s. d.	
1st year } 2nd ,, } 3rd ,, }	72 5	Persons under 19 years of age (other than apprentices or improvers) em- ployed—(a) carry- ing tools, (b) as toolsmith's assist- ant	77 3	Man in charge of six or more employees ..	131 6	156 6
				Man in charge of boters, testing ground ..	128 2	153 5
				Powder monkey	135 6	162 3
				Concrete manhole builder	135 2	161 8
				Man in charge of concrete mixer doing running repairs	125 0	149 8
				Manhole builders' labourer	122 8	146 8
				Gauger, mixer, or handler of concrete or placer of steel reinforcements for concrete	122 8	146 8
				Leading trimmer, manhole sinker (any shape), timber cutter, preparer, or measurer and invert block setter	128 2	153 5
				Renderers employed in pipes, tunnels, or covered drains	159 0	189 0
				Renderers employed in open drains	145 3	176 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 ..	124 8	149 8
				Rigger in charge of vent erecting or dismantling Sinks (other than manhole sinks), Drivers, Hammer and drill hands, Jumpers and trim- mers (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 ..	137 0	163 6
					122 8	146 8

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

Apprentices or Improvers. WAGES. Per Week of 44 Hours.	Juveniles. WAGES. Per Week of 44 Hours.	All other Employees. WAGES. Per Week of 44 Hours.		
		Day Shift and Afternoon Shift. s. d.	Night Shift. s. d.	
		Man in charge of machine pumping water from trenches and doing running repairs	122 8	146 8
		Foreman's assistant	122 8	146 8
		Machine borer, pneumatic pick or scabier user	131 6	157 0
		Pitcher setter	124 6	148 6
		Pipe layer and/or jointer and/or person using blow lamp in manholes whilst painting ironwork in manholes	124 8	149 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	153 6	184 3
		Man in charge of compressed air machine, doing running repairs, and jack hammer repairer	135 2	161 8
		Toolsmith	120 6	152 0
		Slurry filler	117 9	141 0
		Topman	112 8	134 8
		Scoop filler	122 8	146 8
		Ploughman	128 8	155 6
		Ploughman's assistant	115 8	139 2
		Windlass hand working alone on a tripod windlass	118 8	142 2
		Other Windlass hands	115 8	139 2
		All others	112 8	134 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.		

- (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.
- (iii) 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).
- | | |
|----------------------------------|---------------|
| | s. d. |
| Apprentices or Improvers | 3 11 per week |
| Juvenile Workers | 4 2 " |
| All other Employees | 6 8 " |
- (iv) 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.
- (v) 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.

(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 (except when Anzac Day falls 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 (except when Anzac Day falls on a Sunday, in which case it shall be regarded as an ordinary 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.**—All persons (other than those employed by Contractors) who have been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in clause (6)) in respect of each year on full pay. Such full pay is to be at the rate provided in clause (2) for the class of work done by the employee concerned prior to such leave being granted.

Provided that after the expiration of six months, but before the completion of twelve months' service, an employee on leaving or being dismissed (other than for misconduct), from his employment shall be paid one day's pay for each two completed months' service.

(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.**—(a) Any employee who starts work on any day shall be entitled to a minimum of two hours' pay.

(b) Any person employed as a sinker for half or more than half of his day's work shall be paid at not less than the rate provided for a sinker for all work done on that day.

(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.

(21) **REST PERIOD.**—A rest period of ten minutes shall be granted each forenoon at a time or times convenient to the officer in charge of the job.

(22) **DEFINITION.**—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.

(23) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates for other employees 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 rates for improvers and juvenile workers shall be adjusted proportionately to the basic wage, such adjustments to be to the nearest penny, half or less than half of one penny to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (24).

Basic Wage:

Place.	Basic Wage.	Index Number Set Assigned.
Throughout the State of Victoria	£ s. d. 4 12 0	Melbourne

(24) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in May, 1943, the amount of the basic wage shall be as prescribed in clause (23).

(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.
994-1006	4 1 0	1118-1129	4 11 0
1007-1018	4 2 0	1130-1141	4 12 0
1019-1030	4 3 0	1142-1154	4 13 0
1031-1043	4 4 0	1155-1166	4 14 0
1044-1055	4 5 0	1167-1179	4 15 0
1056-1067	4 6 0	1180-1191	4 16 0
1068-1080	4 7 0	1192-1203	4 17 0
1081-1092	4 8 0	1204-1216	4 18 0
1093-1104	4 9 0	1217-1228	4 19 0
1105-1117	4 10 0	1229-1240	5 0 0

Any extension of this table must be of the same construction as the table.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 16th April, 1943.