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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE BRICK TRADE BOARD.

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

(b) On 21st February, 1911, the powers of the Brick Trade Board were extended so that it might fix "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 sand, lime, or cement brickmaking."

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 employed in the process, trade, or business of brickmaking (including clay-digging)" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 20th September, 1945, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. Improvers.		Other Employees		Per Hour.	Wage per Week of 44 Hours.
WAGES.		FIREBRICKS AND TEXTURE BRICKS.		s. d.	s. d.
	Per Week of 44 Hours.	Burners ..	Crusher attendants who also haul ..	2 7 ⁷ / ₁₁	116 0
	s. d.	Crusher attendants who do not haul ..	Crusher attendants who do not haul ..	2 6 ¹⁵ / ₁₁	112 6
14 years of age ..	36 1	Wet or dry pan attendants who do not haul ..	Wet or dry pan attendants who do not haul ..	2 6	110 0
15 " " ..	37 5	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine ..	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine ..	2 6 ⁹ / ₁₁	113 0
16 " " ..	39 7	Hand moulders, dressers and cutters ..	Hand moulders, dressers and cutters ..	2 6 ¹⁵ / ₁₁	112 6
17 " " ..	44 8	Drawers ..	Drawers ..	2 8 ⁵ / ₁₁	119 0
18 " " ..	54 2	Setters ..	Setters ..	2 7 ³ / ₁₁	115 6
19 " " ..	71 4	Facemen working in a clayhole 25 feet or less in depth ..	Facemen working in a clayhole 25 feet or less in depth ..	2 8 ⁹ / ₁₁	119 0
20 " " ..	74 7	All other facemen ..	All other facemen ..	2 9 ⁹ / ₁₁	123 0
Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 76s. 9d. per week of 44 hours.		Wheeler of green or burnt bricks ..	Wheeler of green or burnt bricks ..	2 10 ¹ / ₁₁	125 0
Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.		Clayhole men (employer to provide tools) ..	Clayhole men (employer to provide tools) ..	2 6 ¹⁵ / ₁₁	112 6
PROPORTION (in any factory or place).		Pressers ..	Pressers ..	2 8 ¹ / ₁₁	120 0
One improver to every eight or fraction of eight employees receiving not less than 110s. per week of 44 hours.		Loftmen ..	Loftmen ..	2 6 ⁹ / ₁₁	111 6
		Yardmen and wastemen ..	Yardmen and wastemen ..	2 6 ⁹ / ₁₁	111 0
				2 6	110 0
		OTHER BRICKS.			
		Burners ..	Burners ..	2 7 ⁷ / ₁₁	116 0
		Machine drivers or machine riggers ..	Machine drivers or machine riggers ..	2 7 ⁴ / ₁₁	115 0
		Wet or dry pan attendants who do not haul ..	Wet or dry pan attendants who do not haul ..	2 6 ⁹ / ₁₁	113 0
		Crusher attendants who do not haul ..	Crusher attendants who do not haul ..	2 6 ⁹ / ₁₁	111 6
		Crusher and wet or dry pan attendants who also haul ..	Crusher and wet or dry pan attendants who also haul ..	2 7 ¹⁰ / ₁₁	117 0
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns) ..	Drawers and setters of fancy bricks (other than those employed in Hoffman kilns) ..	2 8 ³ / ₁₁	118 0
		Other drawers ..	Other drawers ..	2 8 ¹³ / ₁₁	120 6
		Other setters ..	Other setters ..	2 8 ⁹ / ₁₁	120 6
		Facemen working in a clayhole 25 feet or less in depth ..	Facemen working in a clayhole 25 feet or less in depth ..	2 9 ⁹ / ₁₁	123 0
		All other facemen ..	All other facemen ..	2 11 ² / ₁₁	129 0
		Clayhole men (employer to provide tools) ..	Clayhole men (employer to provide tools) ..	2 8 ⁹ / ₁₁	120 0
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen ..	Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen ..	2 7 ⁴ / ₁₁	115 6
		Off-bearers from wire cut machines ..	Off-bearers from wire cut machines ..	2 6 ¹⁵ / ₁₁	112 6
		Truckers ..	Truckers ..	2 6 ¹⁵ / ₁₁	112 6
		Adults taking off brick machines ..	Adults taking off brick machines ..	2 6 ¹⁵ / ₁₁	112 6
		Damperman or kiln cleaners ..	Damperman or kiln cleaners ..	2 7 ¹ / ₁₁	114 0
		Loftmen ..	Loftmen ..	2 6 ⁹ / ₁₁	111 0
		Yardmen and wastemen ..	Yardmen and wastemen ..	2 6	110 0

The Board has determined that no person shall be taken as an apprentice.

TIME OF BEGINNING AND ENDING WORK.

3. For any persons except burners, machine drivers, machine riggers, and pan or crusher attendants—

Time of Beginning.	Time of Ending.
7 a.m.	12 noon on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m.	5.30 p.m. on each of the other five working days of the week.

SPECIAL RATE.

4. Burners on night shift shall be paid 5s. per week in addition to the rate mentioned in clause 2.

OVERTIME.

5. (a) Any employee who works for any time in excess of the ordinary hours of work per day shall be paid for such extra time at the rate of time and a half. Provided that where an employee ordinarily works a five-day week, work done on Saturday shall be deemed to be overtime, and shall be paid for as such, except in the case where an employee is required to work on such Saturday to make up for time lost (except because of Public Holidays) through any circumstances over which the employer had no control. In such an excepted case the employee shall only be entitled to be paid at ordinary rates for the first four hours worked on such Saturday.

(b) Any employee (other than a burner, machine driver, machine rigger, or pan or crusher attendant) who works outside the spread of hours fixed in clause 3 shall be paid for such time at the rate of time and a half.

(c) All work done by machine drivers, machine riggers, and pan or crusher attendants either before the ordinary starting time or after the ordinary finishing time of the factory shall be paid for at the rate of time and a half irrespective of the number of hours worked.

MEAL ALLOWANCE.

6. 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 be paid a meal allowance of 2s. 6d.

SUNDAYS AND HOLIDAYS.

7. Time and a half shall be the special rate for all work done on Sundays, and double time for all work done on 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 special rate shall only be payable for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

8. All employees shall, as far as practicable, be granted the holidays mentioned in clause 7 without deduction of pay.

PAYMENT OF WAGES.

9. All wages due shall be paid not later than Friday in each week, except where otherwise mutually agreed between employer and employee.

ANNUAL LEAVE.

10. (a) Any employee who has been in the service of the same employer for a period of not less than twelve months shall be entitled to annual leave, without deduction of pay, consisting of 14 hours of working time, such leave to be taken in conjunction with the Christmas and New Year holiday period. The day upon which leave shall commence in any establishment shall be mutually agreed upon between the employer and the majority of the employees in such establishment. An employee absent from duty, without the permission of his employer, during the period immediately preceding the day on which leave is due to commence, and/or immediately succeeding the last day of such leave, shall have the period of leave, without deduction of pay, reduced by one day for each such day he so absents himself.

(b) Any employee who immediately preceding the holiday period has been continuously employed by the same employer for three months or more, but less than twelve months, shall be entitled to the annual leave period prescribed in sub-clause (a) hereof and shall be paid *pro rata* according to the number of completed months of service.

(c) Any employee required to work on any day or days to which he is entitled under sub-clauses (a) or (b), shall be allowed at a time suitable to himself and the employer, an equivalent number of days in lieu thereof as holidays without deduction of pay, or shall be paid double time for such day or days.

(d) Any employee who had been continuously employed by the same employer for three months or more, but less than twelve months, in any qualifying twelve-monthly period, and whose services have been terminated for any reason other than for misconduct, shall be entitled to *pro rata* annual leave or payment in lieu according to the number of completed months of service. In computing the amount of leave or payment in lieu to which an employee is entitled under this sub-clause any leave or payment in lieu made on account of the operation of sub-clause (b) hereof shall be taken into account.

SICK LEAVE.

11. (a) Where an employee has been in the service of an employer for a period of not less than three months and is disabled by personal ill-health, proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work for a period not exceeding in the aggregate four days in any year of employment in the industry.

(b) Notwithstanding anything contained in the previous sub-clause if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year up to a period not exceeding twenty days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

(c) For the purposes of this clause a year shall be deemed to commence on the 1st July (beginning with the 1st July, 1943) and to end on the next following 30th June.

TERMINATION OF EMPLOYMENT.

12. In any case where it is intended to close down a kiln or portion of the works, one week's notice of such intention shall be given to employees whose services are to be terminated.

MORNING TEA INTERVAL.

13. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, such interval shall be arranged by the employer so as to avoid the necessity for a stoppage of operations in the establishment.

ASSISTANCE FOR TRUCKERS.

14. Persons trucking 75 yards or over shall be supplied with assistance, and any person so assisting shall be paid at trucker's rate.

INJURED EMPLOYEES.

15. In all cases of accidents where it is deemed necessary to send the injured person to a hospital or a doctor he shall be accompanied by an attendant.

FIRST-AID OUTFIT.

16. An adequate first-aid kit and a stretcher shall be provided in the clayhole.

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

17. The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	3 0	3 3½	2 10½	3 2
26 to 36 yards	3 4½	3 8½	3 3	3 6½
36 to 46 yards	3 6½	3 9½	3 5½	3 8½
Over 46 yards	4 1	4 4½	3 11½	4 3

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards	4 2	4 5	4 5½	4 8½
26 to 36 yards	4 6½	4 9½	4 9½	5 0½
36 to 46 yards	4 8½	4 11½	5 0	5 2½
Over 46 yards	5 3½	5 6	5 6½	5 9½

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets 2s. 10d. per 1,000 bricks

	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	18 10
" " " " in sheds	16 4
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	13 3
" " " " from bowling stool in sheds (where material is placed on the table)	12 2
" " " " fancy bricks and off-bearing to hacks or in sheds	18 10
" " " " from bowling stool	17 0
Setting	3 1
Picking blues	20 0

PIECEWORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

18. The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piecework prices to any person employed in fire-brick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

19. 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 proportionate adjustments to the rates for improvers and to the piecework prices shall be made at the same time as follows:—

- (a) In the case of improvers and hand moulding and setting by piecework to the nearest penny, half or less than half of one penny to be disregarded.
- (b) In the case of drawers, wheelers, stackers and loaders by piecework, an increase or decrease of one farthing per 1,000 bricks for every increase or decrease of 1s. in the basic wage.

The basic wage shown hereunder shall be adjusted as prescribed in clause 20.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

20. (a) Until the beginning of the first pay period to commence in November, 1945, the amount of the basic wage shall be as prescribed in clause 19.

(b) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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.			
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

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

J. W. RYAN, Secretary.

Melbourne, 26th September, 1945.