



# VICTORIA GOVERNMENT GAZETTE.

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[1945]

Factories and Shops Acts.

## DETERMINATION OF THE SAND PIT BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 2nd October, 1939, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in connexion with—A sand pit at labouring work, excavating, handling, or removing sand for trade or sale, or excavating, handling, or removing sand for the construction or the maintenance of roads, but not including persons subject to the jurisdiction of the Carters Board," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in January, 1945, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

### WAGES.

Apprentices and Improvers.				Other Employees.			
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## PAYMENT FOR HOLIDAYS.

7. All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, Boxing Day, and Anzac Day.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

8. Double time shall be the special rate for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Labour Day, Good Friday, or Easter Monday; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed public holidays, the special rate shall only be payable for work done on the day so substituted.

## SHIFT WORK.

9. Employees working shift shall be paid 5 per cent. more than ordinary rates.

## ANNUAL LEAVE.

10. (a) A period of seven consecutive days' leave shall be allowed annually to all employees after twelve months' continuous service.

(b) Any employee who leaves or is dismissed for any reason other than for a misdemeanour after having completed not less than six months' service in the first qualifying twelve-monthly period, or after having completed one or more years of service, but before having completed a further full twelve-monthly qualifying period, shall be granted in lieu of annual leave, one sixth of a week's pay for each two months of complete service during such first year of service or any subsequent broken qualifying period of service, as the case may be.

(c) Annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 7 of this Determination, and if any such holiday falls within an employee's period of annual leave, there shall be added to that period one day for each such holiday falling as aforesaid.

(d) For the purposes of this clause, service prior to the 24th December, 1944, shall be disregarded.

## SICK LEAVE.

11. Where an employee is disabled by personal ill-health (not attributable to misconduct) proof of which sickness is given to the employer within 24 hours of the employee's consequential absence, he shall be entitled without deduction of pay, to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding six days in any year of employment.

## PERIODICAL ADJUSTMENT OF WAGES.

12. 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*, this Board hereby determines that rates for male adults 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 made to the nearest 3d.

The basic wage shown hereunder shall be adjusted as prescribed in clause 13.

## Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 4 12 0	s. d. 6 0	£ s. d. 4 18 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

13. (a) Until the beginning of the first pay period to commence in February, 1945, the amount of the basic wage shall be as prescribed in clause 12.

(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 Statisticians' "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

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, 5th February, 1945.