



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 141]

FRIDAY, MARCH 12

[1948

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 on or after the 1st January, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

Apprentices and Improvers.			Other Employees.		
—		Wages Per Week of 40 Hours.	—		Wages Per Week of 40 Hours.
		<i>s. d.</i>			<i>s. d.</i>
Under 16 years of age	.. ..	33 3	Leading hand in charge of four or more employees	.. ..	120 0
" 17 " "	.. ..	42 9	Powder monkey employed in sand pit	.. ..	122 0
" 18 " "	.. ..	52 6	Nozzleman .. ..	.. ..	113 0
" 19 " "	.. ..	62 6	Ploughman .. ..	.. ..	113 0
" 20 " "	.. ..	73 3	Tipman .. ..	.. ..	113 0
" 21 " "	.. ..	83 0	Scoopman .. ..	.. ..	113 0
<p>PROPORTION. (Within any factory or place). <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 18th June, 1924.</p> <p><i>Improvers.</i> One improver to every five or fraction of five workers receiving not less than the minimum wage.</p>			Shoveller .. ..	.. ..	113 0
			Shaft sinker .. ..	.. ..	120 0
			Pneumatic pickman .. ..	.. ..	118 0
			Jumperman .. ..	.. ..	118 0
			Pickman .. ..	.. ..	113 0
			Drivers—		
			One horse .. ..	.. ..	112 0
			Two horses .. ..	.. ..	115 0
			Three horses .. ..	.. ..	118 0
			Motor vehicle having maker's capacity of—		
			25 cwt. or less .. ..	.. ..	118 0
			Over 25 cwt., but not over 3 tons .. ..	.. ..	122 0
			Over 3 tons, but under 6 tons .. ..	.. ..	125 0
			All others .. ..	.. ..	109 0

DAILY HOURS.

3. (a) Where a 5½-day week is worked:—

Monday to Friday 7 hours 12 minutes.
Saturday 4 hours.

(b) Where a 5-day week is worked:—

Monday to Friday (both inclusive) 8 hours.

OVERTIME.

4. In excess of the hours fixed in clause 3, the rate shall be time and a half for the first four hours' work and double time thereafter. Such overtime shall be computed on a daily basis.

CASUAL LABOUR.

5. Casual workers, i.e., workers employed for not more than 20 hours in any week shall be paid at the rate of 3d. per hour in addition to the ordinary rates.

PRO RATA PAYMENT OF WAGES.

6. An employee other than a "casual worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

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 HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, (No. 5111), and any amendments which may be made thereto from time to time.

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 40 hours 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 adjusted as prescribed in clause 13, 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.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 3 0	s. d. 6 0	£ s. d. 5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

13. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the basic wage shall be as prescribed in clause 12.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 8th December, 1947.