



# VICTORIA GOVERNMENT GAZETTE.

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No. 298]

THURSDAY, APRIL 7.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE CEMENT 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 now has power 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, business, or occupation of—

- (a) making Portland cement,
- (b) quarrying or preparing the raw materials for Portland cement,
- (c) extracting potash salts from the by-products of Portland cement"

has made the following Determination namely:—

1. That as from the 16th February, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

### WAGES.

#### APPRENTICES AND IMPROVERS.

	CEMENT WORKS.			QUARRIES.		
	Wages per Week.			Wages per Week.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
Under 16 years of age ..	47 9	2 0	49 9	55 0	2 6	57 6
" 17 " " ..	60 6	2 9	63 3	68 0	3 0	71 0
" 18 " " ..	70 0	3 3	73 3	79 3	3 6	82 9
" 19 " " ..	85 9	4 0	89 9	93 3	4 3	97 6
" 20 " " ..	97 6	4 3	101 9	104 6	4 9	109 3
" 21 " " ..	111 6	5 0	116 6	117 0	5 3	122 3

PROPORTION (in any factory or place).

#### *Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

#### *Improvers.*

One improver to every five or fraction of five workers receiving not less than the minimum wage.

## OTHER EMPLOYEES (MALES).

(a)	Cement Works.	Wages per Week.		
		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
	Cement Burner .. .. .	152 0	6 0	158 0
	Tester on Slurry Controls .. .. .	148 0	6 0	154 0
	Miller .. .. .	146 3	6 0	152 3
	Fuller Coal Miller .. .. .	146 3	6 0	152 3
	Coal Drier .. .. .	146 3	6 0	152 3
	Potash plant attendant .. .. .	146 3	6 0	152 3
	Loader in railway trucks at bagging sheds .. .. .	150 0	6 0	156 0
	Machine Bag Filler .. .. .	150 0	6 0	156 0
	Electrostatic Precipitator Attendant .. .. .	143 6	6 0	149 6
	Pipe Line Attendant .. .. .	136 6	6 0	142 6
	Slurry Tank Attendant .. .. .	143 0	6 0	149 0
	Mammoth Crusher Attendant .. .. .	146 6	6 0	152 6
	Truck Cleaner .. .. .	134 0	6 0	140 0
	Cleaner (other) .. .. .	132 0	6 0	138 0
	Truck Tarper .. .. .	136 6	6 0	142 6
	Mill Room Helper .. .. .	136 6	6 0	142 6
	Centrefuge Operator .. .. .	139 0	6 0	145 0
	Potash Residue Attendant .. .. .	139 0	6 0	145 0
	Experienced Factory Operative .. .. .	136 6	6 0	142 6
	Train Attendant .. .. .	141 0	6 0	147 0
	All others .. .. .	129 0	6 0	135 0

Female testers on slurry controls shall be paid 54 per cent. of the gross male rate.

(b)	Quarries.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	Powder Monkey .. .. .	159 6	6 0	165 6
	Jack Hammerman .. .. .	159 6	6 0	165 6
	Platelay .. .. .	150 0	6 0	156 0
	Bankman .. .. .	147 0	6 0	153 0
	Underground Drainer .. .. .	185 6	6 0	191 6
	Underground Quarryman .. .. .	163 6	6 0	169 6
	Pump Attendant .. .. .	154 6	6 0	160 6
	Signal Attendant .. .. .	144 6	6 0	150 6
	Leverman .. .. .	141 0	6 0	147 0
	Dump Man .. .. .	141 0	6 0	147 0
	String Puller .. .. .	139 0	6 0	145 0
	Switch Attendant .. .. .	139 0	6 0	145 0
	Dray Attendant .. .. .	141 0	6 0	147 0
	All others .. .. .	136 0	6 0	142 0

## LEADING HANDS.

(c) In addition to the appropriate wages rate prescribed in sub-clauses (a) or (b) hereof a Leading Hand shall be entitled to the following allowance:—

If in charge of 4 or less men .. .. .	.. .. .	1/- per day..
If in charge of 5 to 8 men .. .. .	.. .. .	1/6 per day..
If in charge of 9 men or more .. .. .	.. .. .	2/- per day..

## RATE FOR SHIFT WORK.

3. Underground Drainers and Underground Quarrymen shall receive 9d. per week in addition to their ordinary wage whilst employed on afternoon or night shift.

For other adult employees the extra rate for afternoon or night shift shall be an additional 9½ per cent. of the "All Others" rate for the section in which they are employed.

## EXTRA RATES.

4. (a) Any person in Cement Works who is employed inside kilns or mills to reline same or who is required to work in Cement, Clinker, or Slurry Silos, shall be paid 6d. per hour in addition to the ordinary rate.

(b) Any person employed as an Underground Quarryman shall, when it becomes necessary for him to work in wet conditions, be paid 1s. per day extra.

(c) Any person employed on refractory work on new kilns shall be paid 6s. per week above the minimum wage.

(d) A "Train Attendant" required to operate continuously through a tunnel shall receive an additional 8/6 per week.

(e) A "Mammoth Crusher Attendant" when required to use explosives shall be paid an additional 1/3 for each day or part thereon on which he is required to use such explosives.

## OVERTIME.

5. The ordinary hours shall be 80 per fortnight, worked in ten shifts of eight hours each, and any shifts worked in excess of such ten shifts per fortnight shall be paid for at time and a half. Provided that where the employee has not worked 80 hours in the first 10 shifts of the fortnight, overtime shall not commence on any eleventh shift of such fortnight until he has completed his 80 hours of working time. Provided further that any shift worker who is called upon to work any shift normally outside of his rostered shifts, shall be paid for any such shift at the rate of time and a half for the first two hours and double time thereafter. Provided further that the provisions of this clause shall not operate in the case of mutual arrangements made between employees.

Shift workers—All overtime in excess of the number of hours ordinarily worked per shift shall be paid for at the rate of time and a half.

Other workers—All overtime worked in excess of the number of hours ordinarily worked per day shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

## EMPLOYMENT FOR LESS THAN FULL WEEK.

6. Employees who work less than 40 hours in any week may be paid the ordinary wages rate calculated pro rata according to the number of hours worked.

## SHIFTS.

7. (a) The hour of beginning and the hour of ending each shift shall be as follows:—

	Time of beginning not earlier than:—	Time of ending not later than:—
Day Shift .. .. .	7.30 a.m.	5 p.m.
Afternoon Shift .. .. .	4 p.m.	2 a.m.
Night Shift .. .. .	midnight	8 a.m.

When any of the employees performing the work of a tester on slurry controls is a female the hours of beginning and ending shifts may be varied as required after consultation with the employees concerned.

Provided that the hours of work on Saturday in Cement Works for persons employed continuously on day shift shall be as follows:—

7.30 a.m. noon.

(b) The higher rate to be paid for each hour or fraction of an hour worked by an employee, other than an Underground Drainer, before or after his shift shall be time and a half.

## WEEK-END PENALTY RATES FOR SHIFT WORKERS.

7a. Ordinary shift hours worked between midnight on Friday, and midnight on Saturday shall be paid for at the rate of time and a quarter, and all time worked between midnight on Saturday, and midnight on Sunday shall be paid for at time and a half provided that all time worked in excess of eight hours on a Sunday shall be paid for at double time.

## COAL HANDLING.

8. Persons employed handling coal at siding shall be paid the rate prescribed for "All Others" (Cement Works) plus 25 per cent.

## SPECIAL RATES.

9. Work done on Sundays by day workers (other than underground drainers) shall be paid for at the rate of time and a half for the first two hours and double time thereafter, and double time shall be the rate payable for work done by all persons 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 abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

## HOLIDAYS.

10. An employee not required to work on any of the public holidays mentioned in clause 9, shall, provided that he works on the working day immediately prior to, and the working day immediately following any such holiday or holidays, be entitled to be absent without deduction of pay.

## ANZAC DAY.

11. Where the incidence of Anzac Day is such as to prevent an employee from working his ordinary normal hours of work, then he shall be paid for the time so lost.

## SICK LEAVE.

12. (a) An employee who is absent from his work on account of personal illness, or on account of injury by accident, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall be entitled to sick leave not exceeding 40 hours of working time in any year, provided however, that when employment is commenced subsequent to the 1st day of June in any year, he shall be entitled to sick leave for such year at the rate of 10 hours of working time for each completed three months of continuous employment in such year.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purpose of this sub-clause service prior to the 1st June, 1948, shall be disregarded.

(c) "Year" means the period between the 1st day of June, in each year and the next 31st day of May.

## ANNUAL HOLIDAY.

13. (a) The annual holiday for an employee on weekly hiring, or a casual employee, 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.

(b) In addition to the above, seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven day shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

**RIGHT OF ENTRY OF UNION OFFICIALS.**

14. A duly accredited representative of the Australian Worker's Union not more than once a fortnight shall have the right to enter during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst the employees or is offensive in his methods, the employer may refuse the right of entry.

**DEFINITION.**

15. Experienced factory operative means an employee who is experienced in at least one classified section of the factory work but is for the time being not required to do such work.

**PERIODICAL ADJUSTMENT OF WAGES.**

16. The wages rates set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount, and at the same time as such Basic Wage as prescribed by clause 17. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

**BASIC WAGE.**

Place.	Needs Basic Wage (Adjustable.)	Additional Constant Loading.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 5 17 0	s. d. 6 0	£ s. d. 6 3 0	Melbourne

**ADJUSTMENT OF BASIC WAGE.**

17. (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 May, 1949, the amounts of the Basic Wage shall be as prescribed in clause 16.

(c) 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 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, 15th February, 1949.



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No. 299]

THURSDAY, APRIL 7.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE CHAFF-CUTTERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 18th July, 1938, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the process, trade, or business of chaff-cutting, corn-crushing, or compressing fodder; or in the trade of corn cleaning or corn grading;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the trade or business of chaff-cutting, corn-crushing, or compressing fodder;
- (c) employed in the process, trade, or business of threshing when such process, trade, or business is carried on in a stationary mill,

has made the following Determination, namely:—

1. That as from the beginning of the first 'pay period' to commence on or after the 9th March, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.		Other Employees.	
Wages per week of 40 hours.		Wages per week of 40 hours.	
<i>Apprentices.</i>		<b>CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.</b>	
	<i>s. d.</i>		<i>s. d.</i>
1st year .. .. .	72 6	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 150	0
2nd " .. .. .	77 9	Drivers of Motor trucks—	
3rd " .. .. .	92 9	(a) having a carrying capacity of 25 cwt. or less ..	145 6
4th " .. .. .	102 6	(b) having a carrying capacity over 25 cwt. but not over 3 tons ..	151 6
6th " .. .. .	117 3	(c) over 3 tons but under 6 tons ..	154 0
<i>Improvers.</i>		Further tonnage—for each complete ton over 5, an extra 1/- per week.	
Under 17 years of age .. .. .	72 6	Carter driving one horse .. .. .	142 0
17 years of age .. .. .	77 9	" " two horses .. .. .	148 0
18 " .. .. .	92 9	" " three horses .. .. .	150 6
19 " .. .. .	102 6	And 2s. 6d. extra per week for every additional horse.	
and thereafter the rate for "Other Employees"		Chaff-cutter feeders—	
<b>PROPORTION (IN ANY PLACE).</b>		(a) in stationary mills .. .. .	147 6
<i>Apprentices.</i>		(b) on travelling plants .. .. .	153 6
One apprentice to every three or fraction of three workers receiving not less than 138s. per week of 40 hours.		Stabblers .. .. .	138 0
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.		All others—	
<i>Improvers.</i>		(a) in stationary mills .. .. .	145 0
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 145s. per week of 40 hours.		(b) on travelling plants .. .. .	151 0
		<b>CORN-CLEANING OR CORN-GRADING.</b>	
		Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 150	0
		All others .. .. .	145 0

### ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following:—

- (a) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. .. . 1s. per day
- (b) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit .. .. . An extra 1s.
- (c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle .. .. . 1s. per day
- (d) An allowance equivalent to double time or double rates, as the case may be, shall be paid to any employee whilst he is handling West Australian hay infested with mites (*Pediculoides ventricosus*).

4. TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.		
		Five Days in the Week.		The Day the Half-holiday is Usually Observed.
		Within the Metropolitan District.	Outside the Metropolitan District.	
Employees on a travelling chaffcutter or a travelling straw or fodder press .. .. .	7.30 a.m.	5.30 p.m.	5.30 p.m.	12 noon
Carters .. .. .	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon
All other employees .. .. .	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon

STANDING OFF TIME.

5. Any employee who on any day between the times of beginning and ending work as set out in this Determination, works beyond the ordinary daily hours usually worked in his employer's establishment shall not, in order that his weekly hours may be adjusted so as not to exceed 40, be stood off for any time by his employer on any day other than the day usually observed as the half holiday.

OVERTIME.

6. The following rates shall be paid for overtime—

Outside the time of beginning and ending work—	
Between 12 noon and midnight on the day on which the half holiday is usually observed	Double time.
Between 5.30 p.m. and midnight on the other working days .. .. .	Time and a half.
Between midnight and the time of beginning work as proscribed in clause 4. .. .	Double time.
Within the time of beginning and ending work in excess of the hours fixed as a week's work	Time and a half for the first four hours and thereafter double time.

SPECIAL RATES.

7. (a) Double time shall be the rate for all work done on Sundays.

(b) Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day (only within the Metropolitan District as defined in the Factories and Shops Act and Orders in Council thereunder, and the Shires of Keilor, Kyneton, Melton, Corio and Werribee), Ballarat Cup Day (within the Shires of Ballarat, Creswick, Bungaree and Lexton), Werribee Cup Day (within the Shires of Corio and Werribee), and Easter Tuesday (within the Borough of Maryborough). 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 be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Orders in Council thereunder, and the Shires of Bulla, Keilor, Kyneton and Melton), Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic Day and the Shires of Corio and Werribee), Ballarat Cup Day (within the Shires of Ballarat, Creswick, Bungaree and Lexton), Werribee Cup Day (within the Shires of Corio and Werribee), and Easter Tuesday (within the Borough of Maryborough) which shall be observed as a holiday in lieu of Melbourne Cup Day.

TIME WAGES.

9. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to thirty hours, be paid at the ordinary wages rate with an addition of thirty-three and a third per centum, and for each hour worked beyond the aforesaid thirty hours shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

10. One week's notice of termination of employment shall be given by either employer or employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be. The provisions of this clause shall not apply in any instance where an employee is dismissed for misconduct.

SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than 40 hours of working time in any year of service provided he has had at least three months' service with the employer and submits within 24 hours of the commencement of such absence satisfactory evidence that the same is not the result of his own misconduct.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purpose of this sub-clause service prior to 27th September, 1944, shall be disregarded.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the Factories and Shops (Annual Holidays) Act 1946, and any amendments which may be made thereto from time to time.

FIRST AID OUTFIT.

13. Each employer shall provide a properly equipped first aid chest. Such chest shall comply, as to its contents, with the requirements of the Factories and Shops Acts.

PIECE-WORK.

14. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a)	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (includ- ing feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	3 9½	3 2	2 7½	2 5	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	4 10½	3 11½	3 6½	2 11½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	4 2	3 6½	..	..	3 6½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	4 10½	3 11½	..	..	3 6½

- (b) Baling sheaf hay, meadow hay and lucerne hay by any power-driven press .. .. 2 8½ per ton.  
 Baling straw by any power-driven press { (i) Where up to and including four persons are employed .. 3 2 per ton.  
 (ii) Where more than four persons are employed .. 2 8½ per ton.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates set out in Clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 16. Provided that the wages of improvers and apprentices set out in clause 2 shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded. Provided also that piece-work prices shall be increased or decreased by an amount of ¼d. per ton for every increase or decrease respectively of 1s. in the basic wage.

BASIC WAGE.

Place.	Needs Basic Wage.	Constant Loading.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. ..	5 17 0	6 0	6 3 0	Melbourne.

ADJUSTMENT OF BASIC WAGE.

16. (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 May, 1949, the amounts of the Basic Wage shall be as prescribed in clause 15.

(c) 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 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.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 23rd February, 1949.

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**DETERMINATION OF THE CHARWORKERS BOARD.**

**NOTE.**

Notice of appeal to the Industrial Appeals Court has been lodged against a certain part of the Determination.

Section 22 (2) Act 4874, provides that, when an appeal is made in accordance with that Act, the Determination or part thereof appealed against shall not come into operation until the appeal has been dealt with by the Court.

2003/49.

3.	TIMES OF BEGINNING AND ENDING WORK—					
Times of Beginning.					Times of Ending.	
(a) For Males—						
6 a.m. .. .. .	..	..	..	..	..	12 noon on Saturday.
6 a.m. .. .. .	..	..	..	..	..	6 p.m. on the other working days of the week.
(b) For Females—						
6 a.m. .. .. .	..	..	..	..	..	12 noon on Saturday.
6 a.m. .. .. .	..	..	..	..	..	9 p.m. on the other working days of the week.

## OVERTIME.

## 4. That the following rates shall be paid for overtime:—

Outside the hours fixed in clause 3 .. .. .	Time and a quarter except that males shall be paid at the rate of time and a half for all work performed by them on Saturday after 12 noon and females double time for all work performed by them on Saturday after 12 noon.
Within the hours fixed in clause 3, in excess of the number of hours as fixed for a week's work	Time and a half for the first four hours and double time thereafter.

## EMPLOYMENT FOR LESS THAN FULL WEEK.

5. (a) MALES.—(i) Male employees ready, willing and available to work a full week if required who are employed during any week for less than the working week of 40 hours, shall be paid for the first 20 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any male person who is not engaged for a week who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness inability or some other sufficient cause beyond his control.

(ii) Male employees not ready, willing and available to work a full week if required, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(b) FEMALES.—(i) Female employees, who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter.

(ii) Female persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 40 hours shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

## ALLOWANCES.

6. (i) If a cleaner is required, to clean windows and it is necessary to go wholly outside the window, or climb around an outside column to do such cleaning, and if such cleaning is at a height of more than 10 feet from the ground or verandah, he shall be paid 2d. extra for every such window cleaned unless the outside window or column ledge is more than 24 inches wide. Provided that nothing in this sub-clause shall apply to cleaning from a ladder resting on the ground.

(ii) Where cleaning is done from a ladder, and the height of any portion of the window to be cleaned exceeds 25 feet from the ground, the employee shall be paid 2d. extra for each window so cleaned.

(iii) The amount payable under this clause shall not exceed 2s. per day.

## RESTRICTION AS TO CLEANING OF SANITARY CONVENIENCES.

7. No female employee shall be required to clean or attend to any sanitary convenience provided for persons of the male sex.

## ANNUAL HOLIDAY.

8. 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.

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

## SICK LEAVE.

9. (a) Any employee, who has been in the service of an employer for not less than three months, shall be entitled, without loss of pay, to six days' sick leave of absence where a six day week is worked or five days where a five day week is worked during each subsequent twelve months' service, provided he or she produces, within 24 hours, evidence satisfactory to his or her employer that such absence was caused by ill-health or by accident.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve or ten days, as the case may be, which shall be the maximum amount of leave to which an employee shall be entitled in any year, without deduction of pay.

## PAYMENT FOR HOLIDAYS.

10. (a) Except as hereinafter provided, all employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Anzac Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

Provided that the following employees shall not be entitled to payment for such holidays:—

- (i) In any week in which one of such holidays occur—any male employee who has been employed for less than 304 hours.
- (ii) In any week in which two of such holidays occur—any male employee who has been employed for less than 22½ hours.

(b) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

## SPECIAL RATES.

11. Double time shall be the rate for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, or 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.

## RUBBER GLOVES AND OVERALLS TO BE SUPPLIED.

12. All employees with not less than six weeks' service with the same employer shall be supplied with suitable rubber gloves for the cleaning of sanitary conveniences and overalls free of cost to employees and such gloves and overalls shall remain the property of the employer.

## PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates (for adults or improvers of either sex) shall be automatically adjusted as prescribed by clause 14.

*Basic Wage.*

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 5 17 0	s. d. 6 0	£ s. d. 6 3 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

14. (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 May, 1949, the amounts of the basic wage shall be as prescribed in clause 13.

(c) 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 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.

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 28th February, 1949.

