



# VICTORIA GOVERNMENT GAZETTE.

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[1949

Factories and Shops Acts.

## DETERMINATION OF THE PLASTER OF PARIS 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 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—

(a) making plaster of paris;

(b) excavating or preparing the raw materials for plaster of paris";

has made the following Determination, namely:—

1. That on and from the 13th July, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

<i>Improvers.</i>				<i>Other Employees.</i>			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
—	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age ..	60 0	2 9	62 9	(a) MILL Employees.			
17 years of age ..	78 6	3 9	82 3	Calciner .. ..	172 6	6 0	178 6
18 " " ..	97 0	4 6	101 6	Mechanical shovel attendant ..	162 6	6 0	168 6
19 " " ..	115 6	5 6	121 0	Washers, driers, firemen, wheelers and stackers ..	148 6	6 0	154 6
20 " " ..	128 3	6 0	134 3	Bagger .. ..	158 0	6 0	164 0
				(b) GYPSUM WORKERS.			
				Manager in charge of gypsum pit	192 6	..	192 6
				Gypsum raisers .. ..	138 6	..	138 6

PROPORTION (IN ANY PLACE).  
One improver to every five or fraction of five workers receiving not less than 154s. 6d. per week.

### PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

### HOURS.

4. (a) *Weekly Hours.*—The ordinary number of working hours per week shall be 40.

(b) *Daily Hours.*—(i) Shift workers. A shift shall consist of eight continuous hours, inclusive of a meal break of 40 minutes which shall be counted as time worked, and during which break the employee must remain on the job.

(ii) The daily hours for employees, other than shift workers, shall be eight on Mondays to Fridays inclusive.

### TIMES OF BEGINNING AND ENDING WORK.

5. The time of beginning and ending work for employees, other than those employed on shift work, shall be—

Time of Beginning. 6 a.m. .. .. . 5 p.m. on Monday to Friday inclusive.  
Time of Ending.

### OVERTIME.

6. (a) *Shift Workers.*—Any shift worker who works in excess of seven hours twenty minutes in any one day shall be paid at the rate of time and a half for the first two hours and thereafter double time.

(b) *Other Employees*—

(i) All work done outside the hours specified as the times of beginning and ending work

(ii) Any work done within the hours specified as the times of beginning and ending work, in excess of eight (8) hours on Mondays to Fridays inclusive.

} shall be paid for at the rate of time and a half for the first two hours in any one day, and thereafter double time.

## MIXED FUNCTIONS.

7. An employee engaged for more than two hours on any day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift.

An employee who is required temporarily to perform work for which a lower rate is fixed than that for his ordinary classification shall not suffer any reduction whilst so employed. Provided that any work of less than one week's duration shall be deemed to be temporary.

## MEAL MONEY.

8. Any employee, except one who is employed in a gypsum pit, who is required to work overtime for more than two hours in any one day, and who has not been notified on the previous day that he would be required to work such overtime, shall, unless provided with a reasonable meal by the employer, be paid an allowance of three shillings and sixpence.

## TIME WAGES.

9. With the exception of persons, other than gypsum pit managers, employed in gypsum pits (see clause 10), any person who is employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at ordinary wages rates with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided, however, that notwithstanding any provision elsewhere herein contained any employer may deduct payment for any day the employee cannot usefully be employed because of any strike or any stoppage of work by any cause for which the employer cannot be held responsible.

## PRO RATA PAYMENT.

10. Persons, other than gypsum pit managers, who are employed in gypsum pits and who work less than 40 hours in any week, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

## SPECIAL RATES.

11. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), 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 rates shall only be payable for work done on the day so substituted.

## PAYMENT FOR HOLIDAYS.

12. All employees shall be entitled to the holidays mentioned in clause 11 without deduction in pay. Any employee absenting himself from work on any portion of the working day preceding or succeeding a holiday provided for herein without the permission of the employer, or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.

## SICK LEAVE.

13. (a) An employee, provided that he produces satisfactory evidence to the employer, shall be entitled to be absent without deduction of pay on account of personal ill health or accident, as follows:—

(i) during the first year of service with an employer—

for three or more but less than six months' service .. .. .	eight hours
for six or more, but less than nine months' service .. .. .	sixteen hours
for nine or more, but less than twelve months' service .. .. .	twenty four hours

(ii) during the second and each subsequent year of service .. .. .

forty hours

(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 July, 1946, shall be disregarded.

## ANNUAL HOLIDAY.

14. 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.

## PAYMENT OF WAGES.

15. Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station—

(a) All payment of wages shall be made on a day not later than Friday in each week.

(b) Payment of wages shall commence within a quarter of an hour after the usual time of ceasing work on pay day. If the pay is not then available employees shall be paid at the rate of time and a half after that quarter of an hour, with a minimum of a quarter of an hour for the time lost as a result of such delay in payment.

## PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

16. Any employee, other than one employed in a gypsum pit, who has presented himself for work, as requested by the employer or his responsible representative, shall—

(a) If not engaged, be paid a sum equal to the rate for two hours' work.

(b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

## TRANSPORT AT NIGHT.

17. Any employee, other than one employed in a gypsum pit, who completes his work during the night after trams and other public conveyances have ceased to run, shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

## FACILITIES FOR MAKING TEA.

18. The employer shall provide an urn or other heating apparatus for employees, other than those employed in gypsum pits, to heat water for making tea at meal times.

## TERMINATION OF EMPLOYMENT.

19. Except where the conduct of an employee justifies instant dismissal, one week's notice of termination of employment shall be given by either employer or employee or one week's pay shall be paid or forfeited in lieu thereof.

## CONTAINERS FOR EMPLOYEES' CLOTHING.

20. Adequate provision of containers for employees to hang their clothes in shall be made by all employers, and the containers provided shall be of such construction as to reasonably protect the clothing from dust.

## PROVISION OF RUBBER GUM BOOTS.

21. All employers shall provide a pair of rubber gum boots for employees, other than those employed in gypsum pits, who are required to clean out settling pits or to work in other wet places.

## PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates set out in clause 2 hereof are based upon the following basic wage 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 in clause 23 of this Part.

*Basic Wage.*

Place.	Needs Basic Wage. (Adjustable)	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. .. .	5 19 0	6 0	6 5 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

23. (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 August, 1949, the amounts of the Basic Wage shall be as prescribed in clause 22.

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

The wages rates of improvers shall at the same time be adjusted proportionately to the adjustment of the Needs Basic Wage, such adjustments to be to the nearest 3d., half or less than half of a 3d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 13th July, 1949.

