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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE BRICKLAYERS BOARD.

NOTE.—(1) This Determination applies to the whole of the State of Victoria.

(2) On the 7th July, 1926, the power to determine the lowest prices or rates which may be paid to any persons employed laying or fixing faience or majolica on floors, walls, or ceilings, was taken from the Tilelayers Board and conferred exclusively on the Bricklayers Board.

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 (other than labourers) wheresoever employed in the process, trade or business of a bricklayer," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 22nd July, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

* WAGES.

(a) Apprentices.—PER WEEK.				Improvers.—PER WEEK.					
				Weekly Rate.	War Time Loading.	Total Weekly Wage.			
				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
1st year	39 6	1st six months	..	31 3	1 0	32 3
2nd year	53 0	2nd six months	..	45 3	1 6	46 9
3rd year	72 6	2nd year	..	65 3	2 0	67 3
4th year	103 0	3rd year	..	105 6	3 0	108 6
5th year	134 0	4th year	..	134 9	4 0	138 9
					5th year	..	151 3	4 6	155 9

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 210s. 6d. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 210s. 6d. per week.

* NOTE.—Section 151, Act 3677, reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

(b)

Other Employees.

SECTION "A".

This Section applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	225 11	5 7½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	245 0	6 1½
(b) Where the temperature exceeds 120° Fahrenheit	265 0	6 7½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	245 0	6 1½
(b) Where the temperature exceeds 120° Fahrenheit	265 0	6 7½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	225 11	5 7½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	265 0	6 7½
(7) Bricklayers laying glass bricks	215 0	5 4½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	222 4	5 6½
(9) All other bricklayers	215 0	5 4½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings	215 0	5 4½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.		
Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

SECTION "B".

This Section applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Section "A" hereof.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	221 5	5 6½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	240 8	6 0½
(b) Where the temperature exceeds 120° Fahrenheit	260 8	6 6½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit.	240 8	6 0½
(b) Where the temperature exceeds 120° Fahrenheit	260 8	6 6½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	221 5	5 6½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	260 8	6 6½
(7) Bricklayers laying glass bricks	210 6	5 3½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	217 10	5 5½
(9) All other bricklayers	210 6	5 3½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings	210 6	5 3½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7/6 per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.		
Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40lb., 9d. per hour.		

Notwithstanding anything contained in this Section any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him the appropriate rate or rates prescribed in Section "A" hereof.

NOTE.—The amounts of the differences between the rates prescribed in Section "A" and Section "B" hereof are consequent on the differences in the methods of adjustment as prescribed in clause 28 hereof, due to the rates in the first mentioned Section including a loading for "following the job."

DIRTY WORK.

3. Bricklayers employed at work as described in Sections "A" and "B" of clause 2 (b) hereof, classifications (2), (3), (4), (6), and (8), which is of an unusually dirty nature shall be allowed ten minutes as washing time on completion of each day's work.

WORKING IN EXCESSIVE HEAT.

4. When a bricklayer in the last two hours of his day's work is working in artificial heat exceeding 120° Fah. he shall be allowed ten minutes of working time in which to cool off, in addition to any other time off elsewhere prescribed in this Determination for other causes.

HOURS.

5. The ordinary hours for a week's work shall be 40 to be worked in five days (Monday to Friday inclusive) of 8 hours each. The ordinary time for the beginning and ending of work shall be between the hours of 7.30 a.m. and 5.30 p.m. A meal break of not less than 42 minutes shall be allowed each day.

INCLEMENT WEATHER.

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.
- (ii) That weather shall not be regarded as inclement for the purposes of this clause unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.
- (iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.
- (iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.
- (v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF MEALS.

7. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 3s. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

OVERTIME.

8. Work done outside the ordinary times of beginning and ending work as prescribed in clause 5 hereof, or in excess of eight hours on any day shall be paid for at the rate of time and a half for the first two hours and double time thereafter until the completion of such period of continuous work.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

9. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (or Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

	<i>s.</i>	<i>d.</i>
Up to and including 12 miles	2	0
Over 12 miles and including 20 miles	2	6
Over 20 miles and including 30 miles	3	0

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 10 (a) hereof or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

10. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause the allowance to be made shall be—

	<i>s.</i>	<i>d.</i>
For less than a full week	12	9
For a full working week at the rate of	52	6

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 9 (a) hereof an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

11. All work done on—Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day—shall be paid for at the rate of double time; but if any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for the day so substituted.

EXCESS OF HOURS.

12. An employee who has worked continuously (except for meal intervals) for twenty hours, shall have a break of at least, twelve hours before again starting work.

REST PAUSE.

13. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.
 (b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

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.

FIRST-AID OUTFIT.

15. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

TRANSPORT.

16. If an employee is required to work overtime or on a Sunday or holiday (mentioned in clause 11 hereof) and no regular means of conveyance is available the employer shall at the request of the employee provide suitable transport to convey him to the job or to his residence as the case may be. If the employer fails to provide such transport he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

PAYMENT OF WAGES.

17. (a) All wages due shall be paid not later than Thursday in each week.
 (b) An employer shall not keep more than one day's pay in hand.
 (c) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, or paid by post or otherwise within 24 hours thereafter. If wages are not paid within the time prescribed in this paragraph, the employee shall be deemed to continue to be employed at ordinary rates until such wages are paid.
 (d) All other wages shall be paid during ordinary working hours.

INSPECTION OF TIME SHEETS AND BOOKS.

18. The Secretary for Labour may authorize at any time (except pay day) or place, the inspection of all wages sheets, time sheets or other wages records by a person nominated by the Victorian Operative Bricklayers Society and approved by the Secretary for Labour, provided that 24 hours' notice of such inspection is given to the employer.

TOOLS.

19. Each employer shall provide at the works a safe and suitable place for the tools of his employees.

SHELTER.

20. Each employer shall provide suitable dressing accommodation with a dry floor, and including seating, on all jobs unless it is impracticable to do so due to site conditions or building regulations. Where three or more men are employed, and the work is estimated to last one week or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of building materials.

FOREMAN AND LEADING HAND.

21. (a) Where three or more journeymen bricklayers are employed on any job one shall be a foreman and entitled to the additional rate prescribed in sub-clause (c) of this clause.
 (b) In addition to a foreman bricklayer, where the work under construction is performed by journeymen bricklayers working in groups, or in the form of separate units, for every ten journeymen bricklayers employed under a foreman (as defined in sub-clause (a) hereof), at least one of such bricklayers shall be classified as a leading hand, and paid the additional rate prescribed in sub-clause (c) of this clause.
 (c) A foreman bricklayer or a leading hand shall be entitled to the following rate in addition to the ordinary rate prescribed for the highest class of work done under his supervision as follows:—
- | | | | |
|--|----|----|------------------|
| Foreman bricklayer— | | | |
| (i) In charge of three and not more than nine journeymen bricklayers | .. | .. | .. 4d. per hour |
| (ii) In charge of ten or more journeymen bricklayers | .. | .. | .. 8d. per hour |
| Leading hand | .. | .. | .. 2½d. per hour |

TERMINATION OF EMPLOYMENT.

22. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof. A further hour at ordinary rates shall be allowed the employee to gather, clean, pack, and transport his tools.

APPRENTICES AND IMPROVERS.

23. The provisions of clause 22 hereof shall not apply to the employment of apprentices.

ADDITIONAL ANNUAL AND SICK LEAVE FOR SPECIAL CIRCUMSTANCES.

24. When it is a constant condition of employment that an employee in a "Mixed Industry" is continuously required to work or be on call for work on week ends (i.e., Saturdays and Sundays), such employee shall be entitled to:—
 (a) one week's additional leave with pay, and
 (b) payment for a maximum of 40 hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum of 120 hours for sickness. For the purposes of sub-clause (b) hereof service prior to the 1st July, 1945, shall be disregarded. "Mixed Industry" means an industry where the work performed by bricklayers (that is, any work to which this Determination applies) is subsidiary and auxiliary to the chief and principal purpose and business of such industry.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates set out in clause 2 (b) 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. Provided that the method of adjustment shall be in accordance with the provisions of clause 26 hereof.

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	6 11 0	6 0	6 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

26. (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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 25 hereof.

(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.

(d) For the purposes of adjustment of classification (9) of Sections "A" and "B" of sub-clause (b) of clause 2 hereof in accordance with the variations from time to time in the Needs Basic Wage, the following is the method to be adopted:—

(i) A weekly wage comprising the following constituents is ascertained—

	£	s.	d.
Total Basic Wage	6	17	0
Margin for skill	2	6	0
War loading	0	6	0
Tool allowance	0	4	0
Disabilities loading	0	5	6
Total ..	9	18	6

(ii) The amount payable for a year is £9 18s. 6d. x 52 = £516 2s. Allowing two weeks on account of time lost through public holidays, one week for absence through ill health, and further in respect of classification (9) of the said Section "A" only one week for following the job; the weekly wage payable in respect of classification (9) of the said Section "A" is ascertained by dividing the amount payable for a year by 48, and in respect of classification (9) of the said Section "B" by dividing such amount by 49.

Future adjustments of the wages mentioned are to be made by a similar method.

(e) Classifications, other than classification (9) of Sections "A" and "B", in sub-clause (b) of clause 2 hereof shall be adjusted so as to retain their existing margins over the said classification (9).

(f) The wages rates for apprentices shall be adjusted so as to conform from time to time with those prescribed for apprentices under the jurisdiction of the Apprenticeship Commission.

(g) The weekly rate prescribed for improvers shall be adjusted proportionately to adjustments of the Needs Basic Wage, such adjustments to be calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 7th July, 1950.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for transparency and accountability, particularly in the context of financial reporting and auditing. This section also highlights the role of internal controls in preventing errors and fraud, and the need for regular audits to ensure compliance with relevant regulations and standards.

2. The second part of the document focuses on the importance of communication and collaboration within an organization. It stresses that effective communication is key to ensuring that all team members are aligned with the organization's goals and objectives. This section also discusses the importance of fostering a culture of open communication and mutual respect, and the role of leadership in promoting these values. Additionally, it highlights the importance of regular meetings and updates to keep everyone informed and engaged.

3. The third part of the document discusses the importance of risk management and compliance. It emphasizes that organizations must proactively identify and assess potential risks, and implement appropriate controls to mitigate them. This section also discusses the importance of staying up-to-date on relevant regulations and standards, and the role of legal and compliance departments in ensuring that the organization remains in full compliance. Additionally, it highlights the importance of regular risk assessments and updates to the risk management framework.

4. The fourth part of the document discusses the importance of innovation and continuous improvement. It emphasizes that organizations must be open to new ideas and technologies, and encourage a culture of innovation and experimentation. This section also discusses the importance of regular training and development programs to ensure that employees have the skills and knowledge needed to drive innovation. Additionally, it highlights the importance of regular reviews and updates to the organization's processes and procedures to ensure they remain effective and efficient.

5. The fifth part of the document discusses the importance of sustainability and social responsibility. It emphasizes that organizations have a responsibility to their stakeholders to operate in an ethical and sustainable manner. This section also discusses the importance of regular reporting on sustainability and social responsibility metrics, and the role of external stakeholders in holding organizations accountable. Additionally, it highlights the importance of regular communication and engagement with stakeholders to ensure that their needs and expectations are being met.