



Commonwealth of Australia Gazette.

PUBLISHED BY AUTHORITY.

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

No. 48.]

FRIDAY, 2ND JUNE.

[1922.

Commonwealth of Australia.
TERRITORY FOR THE SEAT OF GOVERNMENT.
Industrial Board Ordinances 1922.

INDUSTRIAL BOARD.

AWARD.

In the matter of the *Industrial Board Ordinances 1922*, and in the matter of the industrial dispute between the workmen of the Territory for the Seat of Government and the Commonwealth Government.

I, **ANDREW SINCLAIR**, Chairman of the Industrial Board, do hereby order, award and direct that the undermentioned rates and conditions of labour and rates of pay shall be observed in the Territory for the Seat of Government as and from the first day of May, 1922, and shall be binding upon the Commonwealth Government and/or any contractor employed by it, and/or any employer employing the classes of labour mentioned herein.

ANDREW SINCLAIR,
Chairman.

For and on behalf of the Industrial Board.

Dated at Sydney, in the State of New South Wales, this twentieth day of May, 1922.

AWARD.

Surface Labourers.

WAGES.

	Per hour.		Per day.		Per week of 48 hours.	
	s.	d.	s.	d.	£	s. d.
Labourers, Class A, as per schedule	1	9½	14	2	4	5 0
Labourers, Class B, as per schedule	1	10½	15	2	4	11 0
Labourers, Class C, as per schedule	2	0½	16	2	4	17 0
Leading hand 1s. per day extra in each class.						
Ganger under 12 men	2	0½	16	5	4	18 6
Ganger, over 12 men	2	2½	17	5	5	4 6
Tool Sharpener	2	1½	16	11	5	1 6
Powder monkey	2	1½	17	2	5	3 0
Wire splicer	2	1½	17	2	5	3 0
Horse dray and driver (or scoop)	2	4½	19	2	5	15 0
Five shillings per day for each additional horse and dray.						
Driver of 1 horse	1	9½	14	2	4	5 0
Driver of 2 horses	1	10	14	7	4	8 0
Driver of 3 horses	1	10½	15	2	4	11 0
Driver of 4 horses	1	11½	15	8	4	14 0
Driver of 5 horses or more horses	2	0½	16	2	4	17 0
Youths—						
16 years and under	0	11½	7	5	2	4 6
17 "	1	1½	8	10	2	13 0
18 "	1	3½	10	1	3	0 6
19 "	1	5½	11	9	3	10 6
20 "	1	7½	12	11	3	17 6

SCHEDULE.

Surface Labourers.

Class A.

Labourers.
Pick and Shovelmen, and man breaking ground with bar.
Sanitary Labourer.

Class B.

Traction-engine Steerer.
Night-soil Carter.
Carpenter's Labourer (other than buildings).
Braceman.
Excavating trenches, other than in rock, not exceeding 10 feet deep.

Concrete Mixer.
Loading and unloading coal, stone, &c.
Labourer in forming gang.
Batterman.
Tipman.
Ploughman (two horses).
Winchman.
Planters and Maintenance Men on Plantation Work.

Class C.

Hammer or Drill, Moyle, Jumper, Spawler.
Excavating trenches, other than in rock, over 10 feet and not exceeding 20 feet deep.

Bullock-driver.
Crusher Feeder.
Loading and unloading cement.
Ploughman (over two horses).
Fencers.
Axeman.
Nursery Labourers.*

Miscellaneous.

	Per hour.		Per day.		Per week of 48 hours.	
	s.	d.	s.	d.	£	s. d.
Engine-driver	2	1½	17	1	5	2 6
Pipelay	2	6	20	0	6	0 0
Dogman (weekly rate wet or dry)					4	5 0
Allowance for horse and dogs, 30s. per week.						

CONDITIONS.

Surface Labourers.

Hours of Labour.—The hours of working shall not exceed 48 per week, to be worked as follows, viz.:—Monday to Friday inclusive, between 7.30 a.m. and 5 p.m.; and between the hours of 7.30 a.m. and 12 noon on Saturday.

Overtime.—For all time worked in excess of the hours specified, the rates shall be time and a half; on Sundays and holidays double time.

* Nursery labourers are men of experience constantly employed in the Nursery.

Employees called upon to work during the recognised meal hours shall be paid ordinary overtime rates for the time so engaged.

Travelling Time.—When the distance to be travelled to and from work is more than 1 mile from the camping ground, time allowance shall be granted, or overtime paid at the prescribed ordinary rates, if travelled in the employees' own time.

Camping Area.—Where camping areas are required, such shall be provided free of charge.

Shifting Camp.—Employees shall be paid ordinary rates for time occupied in taking down, shifting, and re-erecting camp; such work shall be done under instructions from and under supervision of the ganger.

Water Supply and Firewood.—Employers shall provide pure drinking water for employees, and boiling water at meal times. Such drinking water shall be stored in a receptacle with a tap attached, to prevent pollution.

Firewood to be provided employees where this is not obtainable within a mile radius of the camp.

Sanitary Accommodation.—Employers shall provide all necessary sanitary accommodation, which shall include sufficient covering to insure decency, and to provide shade, and also sufficient and proper material to keep the sanitary appliances innocuous.

A shelter shed shall be provided where practicable and where necessary.

Transfers.—Reasonable facilities shall be given to employees to transfer from one gang to another.

Where employees are required to be removed to distant work the expense of such removal will be met by the employer.

Powder Monkey.—When twelve or more men are employed in a gang and explosives are being frequently used, no ganger shall be allowed to do his own powder monkeying for a longer period than one week.

Higher Grade Work.—Where an employee is called upon to do work for which a higher rate is fixed he shall be entitled to receive such higher rate whilst so engaged.

Tools.—All tools required by labourers on construction work shall be provided free of charge by the employer.

Underground Labourers (over 20 feet).

WAGES.

	Per hour.		Per week.	
	s.	d.	£	s. d.
Miner (over 40 square feet area) ..	2	4 10/11	5	6 0
Miner (under 40 square feet area) ..	2	11 1/3	5	6 0
Timberman	2	4 10/11	5	6 0
Scabblor	2	4 10/11	5	6 0
Boodler	2	2 2/11	4	16 0
Concrete Packer	2	2 2/11	4	16 0
Powder Monkey	2	5 5/11	5	8 0
Winchman	2	3 3/11	5	0 0
Braceman	2	0 9/11	4	16 0
Stone Packer	2	0 9/11	4	16 0

CONDITIONS.

Underground Labourers.

Hours of Labour.—For men working underground at a greater depth than 20 feet, and all men working above ground, upon whose work the work of the underground men is dependent, the hours of labour shall begin at the whistle and end at the surface, and 44 hours shall constitute a week's work, to be worked as follows:—

Monday, Tuesday, Wednesday, Thursday, and Friday, eight hours per day, including half-an-hour for crib, and four hours on Saturday (without crib), the hours of work to be between the hours of 7.15 a.m. and 5 p.m. Monday to Friday, and 7.15 a.m. and 12 noon on Saturday; provided that if two shifts are worked they shall be worked between the hours of 6 a.m. and midnight.

Except in the following case:—For miners driving tunnel over 15 feet between shafts with a superficial area not exceeding 40 feet, 36 hours, exclusive of crib time, to constitute a week's work, to be worked as follows:—

6½ hours on Monday to Friday and 3½ hours on Saturdays between the hours previously mentioned.

Machine Work.—Where rock-drilling machines are used it shall be compulsory on employers to provide, and on employees to use, water for all such work where its use is practicable.

Ventilations of Workings.—Wind sails or other suitable ventilating appliances shall be provided on all shafts when sinking. After tunnels are in a distance of 20 feet air shall be supplied by means of fans or other suitable appliances, and the air-pipe shall be fixed to within 12 feet of the working face and kept going as required during working hours.

Change Rooms.—Change rooms with sufficient and reasonable space for each employee shall be provided, and such change rooms shall be provided with a fireplace or other appliance for the purpose of drying the employees' clothes.

Wet Places.—An employee required to work in wet ground shall be paid 1s. per shift in addition to his ordinary rate of pay irrespective of the time so worked.

For the purpose of this clause wet ground is:—

- (a) Where the conditions of work necessitate wet feet.
- (b) Where a man is wetted above the waist in the course of a shift by water settling in or falling or dripping.

Shelter.—Reasonable shelter from inclement weather shall be provided for the braceman.

Definitions—Miner.—Miner shall mean an employee engaged in breaking ground by pick, hand-steel, or machine.

Winchman.—When sinking shafts to be duly certificated,

Survey Hands.

Definitions.—A weekly hand shall mean an employee employed by the week and entitled to a week's pay for every week started.

A daily hand shall mean an employee employed for more than three hours in any one day and paid by the day.

Hours of Labour.—The ordinary working hours for employees (foremen and survey hands) employed within the Territory shall be as follows:—

Weekly and Daily Hands.—The hours of working shall not exceed 48 hours per week, to be worked as follows, viz.:— Mondays to Fridays, inclusive, between the hours of 7.30 a.m. and 5 p.m., and between the hours of 7.30 a.m. and noon on Saturdays.

The hours of starting shall not be earlier than 6 a.m. except by mutual arrangement between employer and employee.

The time of working is to start from leaving camp or Surveyor's Office, but is not to include time occupied in returning to camp or Surveyor's Office.

Wages.—The following shall be the minimum rates of wages for the classes of labour indicated:—

Weekly hands—

Surveyor's employees employed as—	£	s.	d.
Foremen (per week, wet or dry) ..	4	18	6
Survey hands (per week, wet or dry) ..	4	11	0
Camp cooks (per week of 7 days, wet or dry) ..	4	14	0

Daily hands (per day)—

Surveyor's employees employed as—	£	s.	d.
Survey hands	0	15	6

Youth Labour (whilst engaged) at the rate of per day:—

Under 16 years of age	0	7	5
Under 17 years of age	0	8	10
Under 18 years of age	0	10	1
Under 19 years of age	0	11	9
Under 20 years of age	0	12	11

Note.—In the event of there being in camp ten persons, including the cook, he shall be paid 1s. 6d. per day extra. If the number of such persons exceed fourteen he shall also be entitled to an assistant.

Where the Surveyor, Assistant Surveyor, or other officer has his wife or family in camp, the cook shall be paid as above, and in addition thereto shall be paid 2s. per head per week for the wife or family or any visitors the above officers may have in camp.

Youth Labour.—Youths may be employed at work not herein provided for at the rates above set out. The intention of this clause is that if any youths are employed at the classes of work specified in this award, they shall receive the rates fixed for such work.

Wet Places.—Employees working in swamps or wet places whereby their feet are continuously in water for one hour, shall receive 1s. per day extra.

Overtime.—All time worked in excess of the daily hour stipulated herein, or in excess of 54 hours in any week, or 96 hours in any fortnight, or before or after the specified times of starting and ceasing, or that mutually agreed upon, shall, except as herein otherwise provided for, be classed as and paid for as overtime at the rate of time and a half.

Notwithstanding any statement herein in regard to the hours of labour, the total number of hours to be worked per fortnight shall not exceed the total number of hours for ordinary labour recognised in the Territory to be worked during that period.

Cooks and men in charge of horses shall be required to work Sundays and such time as may be necessary to allow foremen and surveyor's employees to work the hours in clause relating to hours of labour dealing with "Survey Hands," and, while so employed, shall receive no allowance for overtime.

Attendance on Horses.—The foreman or survey hand who, in addition to field work, feeds and grooms the horses, shall be paid for seven days a week at ordinary rates, which shall cover Sunday and all necessary work outside ordinary hours.

Holidays.—Payment shall be made both to daily hands and to weekly hands for all gazetted holidays observed throughout the Territory at double ordinary rates if worked: provided that by mutual agreement such holidays may be worked without extra pay, or, failing agreement, may be worked at the will of the employer, in which latter case equivalent time off in lieu thereof shall be allowed.

Sunday Work.—All field work done on Sundays by employees shall be paid for at double ordinary rates for time so worked.

Travelling Expenses.—Any necessary expenses incurred by surveyors' employees in connexion with their work shall be paid by the employer.

Surveyors' employees employed in the country where camp and cook or board and lodging are not provided by the surveyor, or where any such employee cannot return to his home within the day, shall be paid Six shillings (6s.) per day in addition to the weekly rate herein provided.

Upon completion of employment the employee shall be entitled to his travelling expenses back to the place of engagement.

Any surveyor's employee sent to country work or job shall be paid for each day or night occupied in travelling to and from the work or job at ordinary rates of pay, or allowed equivalent time off on full pay in lieu thereof.

Termination of Employment.—One week's notice in writing on either side shall terminate engagement of weekly hands, or, in lieu thereof, a week's wages: provided always that the employer's right to dismiss for good cause is expressly reserved.

Daily hands are to be notified at termination of each day's work as to any further engagement, or to be paid at least one hour's wages in lieu thereof.

Meals.—There shall be one break of not less than three-quarters of an hour each day for lunch.

Where the same food is supplied to all in camp alike, all shall share alike in payment of mess account. All extras supplied, and all meals provided for visitors, shall be paid for by those responsible.

Provision Accounts.—All accounts in connexion with the camp-messing arrangements shall be submitted to the men a reasonable time before settlement of same, and, in any event, shall be made up and submitted every four weeks. Should an employee leave or be discharged prior to the monthly settlement of the mess account, he shall pay the average for the preceding month.

Payment of Wages.—All wages and overtime due to surveyor's employees within the Territory shall be paid fortnightly, or as may be mutually agreed between employer and employee; in the event of an employee leaving or being discharged in accordance with the first paragraph of clause regarding termination of employment dealing with "Survey Hands," he shall be paid all wages due to him on demand.

Camp Equipment.—Where camp equipment is provided by the surveyor it shall include tents and cooking utensils, besides lights for himself and the galley.

Washing.—The recognised washing to be done by the cook shall be all tablecloths, towels, and covers for provisions. All other washing required shall be a matter of arrangement between the cook and the employer.

Building Trades.

WAGES.

	Per hour.	Per day of 8 hours.	Per week of 44 hours.
	s. d.	s. d.	£ s. d.
Painters	2 5	19 4	5 6 4
Signwriters and Gilders	2 7	20 8	5 13 8
Tilers, Slaters	2 6	20 0	5 10 0
Carpenters	2 7	20 8	5 13 8
Plumbers	2 7	20 8	5 13 8
Plumbers with Licence	2 9	22 0	6 1 0
Bricklayer	2 9	22 0	6 1 0
Plasterer	2 9	22 0	6 1 0

Note.—Above rates apply to "city" area.

Employees acting as Leading Hands and having charge of three men shall be paid 2d. per hour extra, but shall not have charge of more than five men.

CONDITIONS.

Hours of Work.—Forty-four hours shall constitute a week's work, and the ordinary working hours shall be between 7.30 a.m. and 5 p.m. Monday to Friday, inclusive, and between 7.30 a.m. and 12 noon on Saturday.

Travelling Expenses and Time.—Within an area defined by a boundary line, commencing from the Red Hill Trigonometrical Station running northerly through Quarry Trigonometrical Station and projected to the intersection of the axial line of Terrace-avenue, thence easterly to Ainslie Trigonometrical Station as far as the axial line of Canberra-avenue, thence south-easterly to Prospect-place, thence south-easterly to Station-place, thence southerly on axial line of Causeway to Eastlake Circle, thence westerly to commencing point, the district shall be deemed "city" area.

In the "city" area no travelling expenses or time will be allowed to any employee going to and from his work.

If the employee travels to and from his work which is situated beyond the boundaries of the "city" area, not exceeding a distance of one mile therefrom, he shall be paid an extra rate of 1s. per day, and if the work is situated beyond the one mile boundary and not exceeding the boundary of the city proper, as defined on the "plan of the city and environs," he shall be paid an extra rate of 2s. per day.

If the work is situated outside the latter boundary an employee will be paid an extra rate above his usual rate of 3s. per working day if he returns to his place of residence on completion of the day's work, or 3s. per day for 7 days a week if he is reasonably expected to sleep away from his usual place of residence, and camp equipment will be provided.

Overtime.—For all time worked in excess of the hours specified the rate shall be time and a half for the first four hours, thereafter double time.

Insulation Work.—Any employee engaged on insulation of any description or employed in or where such work is being carried out shall be paid 9d. per hour for silicate and 4d. per hour for any other material.

GENERAL CONDITIONS.

Holidays.—Payment shall be made for the following days, subject to the condition that employees shall have worked on the days immediately preceding and succeeding the holiday, viz. :—

The first day of January.

Commonwealth Day.

Christmas Day and the following day.

Good Friday and the following Saturday and Monday.

The Anniversary of the Birthday of the Sovereign.

Eight Hours Day, and any day proclaimed by the Governor-General or required by any Act to be observed in lieu of any of the said days.

Payment shall be the amount the employee would have received had the day not been a holiday and he had worked thereon for the usual time on such day.

Sunday Work.—For all time worked on Sundays double time shall be paid.

Wet Weather.—The following conditions are to apply :—

1. If not raining the men to start at the usual hour, then—

(a) If work be suspended subsequently by decision of Officer-in-Charge for morning only, or for afternoon only, payment shall not be deducted; if work be suspended for a whole day, half-day's pay shall be deducted.

(b) If the men cease work without instructions from the Officer-in-Charge, payment for the whole of the time shall be deducted.

2. If raining at hour of starting, and if work be commenced, say, by 10 a.m., and continued for remainder of morning, then payment for a full morning's work shall be made; this also to apply to the afternoon.

Notice of Leaving and Dismissal.—An employee leaving his employment shall give his employer one hour's notice thereof. An employer discharging an employee shall give him one hour's notice to enable him to put his tools in order or shall pay him one hour's pay in lieu thereof.

Payment of Wages.—When a workman is discharged from his employment before the recognised pay day, he shall be paid forthwith all wages due to him, and in the event of there being any delay in the making of such payment, the employee shall be paid all the time he is kept waiting at ordinary time rates.

Sharpening Tools.—The employer shall supply a suitable grindstone for the use of his employees. Where a grindstone is not driven by steam or other mechanical power the employer shall provide assistance in turning the grindstone. Saw-sharpening and tool-grinding shall be done by the employee during the progress of the work, or the employer shall pay or provide for same.

Supply of Tools.—Tools that are usually supplied by employers generally are to be provided, and when carpenters are required to re-use old material they will be supplied with saw files.

Wet Work.—Any employee who is called upon to work in wet or insanitary conditions shall be entitled to 1s. per day extra for any day or portion thereof so worked.

Preference.—Preference shall be given—other things being equal—firstly to Returned Sailors and Soldiers with satisfactory records of Service, and secondly to members of Trades Unions.

Posting of Award.—A copy of this Award is to be posted in prominent places.

