

**17. GUM BOOTS**

(a) Where necessary, the Department shall provide gum boots, and a worker shall be paid an allowance of 1s. 6d. for every working-day on which he requires to wear them for not less than four hours. Where, however, a worker supplies his own gum boots by arrangement with the officer in charge, he shall be paid an allowance of 2s. 6d. for every working-day on which he requires to wear them for not less than four hours.

(b) On land drainage and reclamation, or similar work, a worker shall be paid the allowance in terms of subclause (a) above even though he may not actually be working in water. Thus a worker working in wet slurry in the bottom of a drain and having to wear gum boots is entitled to the allowance.

(c) The officer in charge shall be the sole judge as to the necessity or otherwise for wearing gum boots.

(d) A gum-boot allowance shall not be paid if the work has been declared a "wet place" in terms of clause 5 hereof, or if an allowance is being paid in terms of subclauses (h), (i), and (k) of clause 14 hereof.

(e) When gum boots are handed in by a worker who no longer requires them the Department shall disinfect the boots before they are issued to another worker.

**18. PROTECTIVE CLOTHING**

(a) A worker carrying, or boiling, or spraying free tar, bitumen, road oil, or bituminous emulsion, not enclosed in barrels or drums, shall be supplied with boots, overalls, and oil, and shall be allowed during working-hours ten minutes to change his clothes at the end of the day's work.

(b) A worker employed on oxy-acetylene or electric welding or cutting shall be supplied with goggles or helmet, and gauntlets or gloves. When gas cutting, a foot-shield shall be supplied. When considered necessary by the officer in charge, leather aprons shall be supplied for special jobs.

(c) A worker while spray painting shall be supplied with overalls and a protective mask. When spray painting in enclosed premises the worker shall be supplied with one quart of milk daily.

(d) A worker shall be supplied with suitable gloves when handling or stacking steel, stone spalls, or materials covered with concrete, frost, or snow.

**19. PAYMENT OF WAGES**

(a) All workers shall be paid fortnightly, and the interval between the end of a fortnightly pay period and actual pay-day shall not exceed seven working-days unless under exceptional circumstances.

(b) The work of co-operative contract parties shall be measured up at four-weekly periods, and for the first fortnight of the period they shall receive an advance payment of 75 per cent. of their assessed earnings. The measure-up day shall coincide with the last day of a fortnightly pay period, and, as far as is practicable, headmen are to be notified of the measure-up day.

(c) Workers' pay envelopes shall have clearly stated thereon—

(i) Gross earnings.

(ii) Gross deductions.

(iii) Net cash payable.

(d) Accident compensation shall be paid fortnightly to injured workers entitled to compensation under the Workers' Compensation Act, 1922, provided satisfactory medical certificates and addresses of such workers are supplied to the officer in charge.

**20. WET TIME : MINIMUM PAYMENT**

(a) Except as prescribed in subclauses (b) and (c) below and clause 21 hereof, provided a worker on an hourly rate of pay has worked full time (other than time lost through wet weather) in any fortnightly pay period he shall be paid the amount (if any) by which his earnings for that period are less than the sum of 80 times the hourly rate for a labourer.

(b) Notwithstanding the provisions of subclause (a) above, time lost through wet weather by a co-operative contract worker in any four-weekly measure-up period shall be paid for at either his average hourly earnings rate for that period, or at labourer's day-wages rate, whichever is the lower, provided that payment for such time shall be limited to the amount (if any)