

**13. PROTECTIVE CLOTHING**

(a) A worker while spray-painting shall be supplied with overalls and a protective mask.

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

**14. 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.

**15. WET TIME : MINIMUM PAYMENT**

(a) Subject to the provisions of subclauses (b) and (c) below, 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 shall be paid for at either his average hourly earnings rate for that four weekly measure-up 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) by which the worker's earnings for that four weekly measure-up period are less than either the sum of 160 times the hourly day-wages rate for a labourer or 160 times his average hourly earnings rate for that period, whichever is the lower.

(c) (i) Notwithstanding the provisions of subclause (a) above, provided a youth has worked full time (other than time lost through wet weather) he shall be paid the amount (if any) by which his earnings for such period are less than the sum of 80 times the minimum hourly rate for his age.

(ii) A youth receiving adult rate of pay shall be paid for wet time as prescribed in subclauses (a) and (b) above.

(iii) The minimum payment for a youth on a rate of pay higher than prescribed in clause 9 hereof shall be 80 times his actual hourly rate less 3d. an hour.

(d) For the purposes of subclauses (a), (b), and (c) above, a worker's earnings shall be deemed to include all payments and allowances other than—

(i) The allowances as prescribed in the clauses shown below—

Meal	..	..	10 (b)
Tool	..	..	10 (c)
Dirty work	..	..	10 (d)
Cement	..	..	10 (e)
Underpinning	..	..	10 (h)
Separation	..	..	11 (a)
Gum boot	..	..	12 (a); 1s. of the 2s. 6d. paid to workers wearing their own gum boots.
Bicycle	..	..	16 (e)

(ii) Payment of fares or other travelling expenses in terms of clauses 5 (f), 6 (g), 17 (d) (i), 19, 20 (d), (f), (g), (h), (i), and 22 hereof.

(iii) Payment for emergency work in terms of clause 21 hereof.

(iv) Payment for overtime worked on a Saturday, Sunday, or holiday prescribed in clause 6 hereof.

(v) Payment for the penal portion of overtime worked on Mondays to Fridays inclusive—i.e., the half-rate when the overtime is paid for at time and one-half rate, and the 6d. an hour penal rate on "country work."