

REGRADING ON PIECEWORK - TRIAL

by

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Regrading of roads and firebreaks on piecework basis was commenced at Mundaring in September, 1969. The trial produced excellent results - and I feel is worthy of a comment.

Brief Comparison between daywork and piecework operations:

1. Actual operating time of machine was increased to about eight hours per day. Pieceworker often put in ten hours (gross) per day.
2. Daily output in miles graded was almost doubled.
3. Ineffective time (travelling, etc) was reduced.
4. There was an overall increase in productivity, i.e. unit cost per mile was reduced.
5. Quality standards were maintained.

Conditions of contract and quality control:

Piecework grading was prescribed by an officer for a fortnight in advance and this was shown on a plan. All road classifications were taken as shown on latest departmental 80. The following rates applied to labour, all plant was supplied by the Department. (NOTE: These rates are old rates and should be taken as a guide only).

<u>Road Class</u>	<u>Rate/Mile in 1970</u>
Arterial	\$8.42
Sub arterial	6.31
Tracks and Firelines	4.21

The above rates included:-

1. Daily maintenance on machine
2. Removal of logs
3. Cleaning of culverts

4. Installing "run off" drains.
5. All minor hold ups. (Major maintenance and holdups to be done on daywork as required).

Upon close of each pay, the grading was inspected by an officer who ensured that proper standards were maintained.

In conclusion, the trial worked well with a very experienced grader operator and enabled the Division to catch up on a backlog of maintenance grading.