



# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 27.

[1930

*Factories and Shops Act 1928 (No. 3677).*

## DETERMINATION OF THE WATCHMAKERS BOARD.

NOTE.—This Determination on the 2nd January, 1931, applied to the following parts of Victoria, namely :—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677); such portions of the City of Sandringham as are not within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of a watch or clock maker (including repairers)” has made the following Determination, namely :—

(1) That on the 2nd January, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.		
WAGES PER WEEK OF 46½ HOURS.					Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination Applies.
	APPRENTICES.	IMPROVERS.			Wages per week of 46½ Hours.	Wages per week of 46½ Hours.
1st year's experience .. .. .	s. d. 10 0	s. d. 15 0				
2nd „ „ „ „ „	15 0	20 0				
3rd „ „ „ „ „	20 0	30 0				
4th „ „ „ „ „	30 0	40 0				
5th „ „ „ „ „	40 0	50 0				
6th „ „ „ „ „	50 0	65 0				
PROPORTION (IN ANY PLACE).						
<i>Apprentices.</i>				Watchmaker ..	100/-	97/-
One apprentice to every three or fraction of three workers receiving not less than 90s. per week of 46½ hours.				Clockmaker ..	90/-	90/-
An indenture of apprenticeship prescribed by the Board was approved on 7th August, 1911.						
<i>Improvers.</i>						
One improver to every three or fraction of three workers receiving not less than 90s. per week of 46½ hours.						

### (3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.

8 a.m. .. .. . 1 p.m. on the day on which the half-holiday is usually observed.

8 a.m. .. .. . 6 p.m. on the other working days of the week.

Time of Ending.

(4) OVERTIME.—All work done outside the hours specified as the times of beginning and ending work, or any work done within such hours in excess of 46½ hours in any week, shall be paid for at the rate of time and a half.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sundays, New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

E. E. O'GRADY, Chairman.

J. WHITELEY, Secretary.

Melbourne, 24th November, 1930.

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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 financial matters. The text suggests that organizations should implement robust systems to track every aspect of their operations, from procurement to sales, to ensure that all data is reliable and accessible.

2. The second part of the document addresses the challenges of data management in a rapidly changing environment. It highlights the need for flexible and scalable solutions that can adapt to new technologies and evolving business requirements. The author argues that organizations must invest in training and development to ensure their workforce is equipped with the skills necessary to manage complex data sets effectively.

3. The third part of the document focuses on the role of leadership in driving organizational success. It stresses that leaders must foster a culture of innovation and collaboration, encouraging team members to share ideas and take ownership of their work. The text also discusses the importance of setting clear goals and providing regular feedback to employees to maintain motivation and productivity.

4. The fourth part of the document explores the impact of external factors on organizational performance. It notes that organizations must stay informed about market trends, regulatory changes, and competitive dynamics to make strategic decisions. The author suggests that building strong relationships with stakeholders, including customers, suppliers, and regulators, is crucial for long-term success.

5. The fifth part of the document discusses the importance of risk management. It outlines various risks that organizations face, such as financial instability, operational disruptions, and reputational damage. The text provides practical advice on how to identify, assess, and mitigate these risks, emphasizing the need for a proactive approach to risk management.

6. The sixth part of the document addresses the issue of sustainability. It argues that organizations have a responsibility to consider the environmental and social impacts of their operations. The text suggests that integrating sustainability into the core business strategy can lead to long-term benefits, including cost savings and enhanced brand reputation.

7. The seventh part of the document discusses the importance of continuous improvement. It encourages organizations to regularly evaluate their processes and performance, seeking opportunities for optimization and innovation. The author suggests that a culture of continuous learning and improvement is essential for staying competitive in a dynamic market.

8. The eighth part of the document discusses the importance of communication. It emphasizes that effective communication is key to ensuring that all team members are aligned and working towards common goals. The text suggests that organizations should establish clear channels of communication and encourage open dialogue between all levels of the organization.

9. The ninth part of the document discusses the importance of ethics. It argues that organizations must adhere to high ethical standards to maintain trust and integrity. The text suggests that implementing a strong code of ethics and providing regular training can help ensure that all employees understand and follow these standards.

10. The tenth part of the document discusses the importance of innovation. It encourages organizations to embrace new technologies and ideas, fostering a culture of innovation. The text suggests that organizations should allocate resources to research and development, exploring new ways to improve products and services.