



VICTORIA GOVERNMENT GAZETTE.

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No. 212]

FRIDAY, DECEMBER 23.

[1932

Factories and Shops Act 1928 (No. 3877).

DETERMINATION OF THE PAINT AND COLOUR BOARD.

NOTE.—This Determination on the 27th December, 1932, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3877)*, the *Wages Board* appointed to "determine the lowest prices or rates which may be paid to any person employed in the trade of preparing any kind of paint, varnish, enamel, or colour, either wet or dry," has made the following Determination, namely:—

(1) That on the 27th December, 1932, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.	JUVENILE WORKERS.	OTHER EMPLOYEES.																																																			
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Wages per week of 48 Hours.</th> </tr> <tr> <th>Males. <i>s. d.</i></th> <th>Females. <i>s. d.</i></th> </tr> </thead> <tbody> <tr> <td>Under 16 years of age ..</td> <td>14 9</td> <td>14 9</td> </tr> <tr> <td>16 years of age</td> <td>18 9</td> <td>18 9</td> </tr> <tr> <td>17 " "</td> <td>22 9</td> <td>22 9</td> </tr> <tr> <td>18 " "</td> <td>30 9</td> <td>26 6</td> </tr> <tr> <td>19 " "</td> <td>38 9</td> <td>30 9</td> </tr> <tr> <td>20 " "</td> <td>50 3</td> <td>34 6</td> </tr> </tbody> </table> <p style="text-align: center;">PROPORTION (IN ANY PLACE). <i>Apprentices.</i> One male apprentice and one female apprentice to every three or fraction of three workers receiving not less than the minimum wage. An Indenture of Apprenticeship prescribed by the Board was approved on 31.5.23. <i>Improvers.</i> One male improver to every three or fraction of three workers, and two female improvers to each worker of the same sex receiving not less than the minimum wage.</p>		Wages per week of 48 Hours.		Males. <i>s. d.</i>	Females. <i>s. d.</i>	Under 16 years of age ..	14 9	14 9	16 years of age	18 9	18 9	17 " "	22 9	22 9	18 " "	30 9	26 6	19 " "	38 9	30 9	20 " "	50 3	34 6	<p><i>i.e., females under 21 years of age (other than apprentices or improvers) employed filling, weighing, labelling, or spotting tins or cartons or painting lids.</i></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th><i>s. d.</i></th> </tr> </thead> <tbody> <tr> <td>1st year's experience ..</td> <td>14 9</td> </tr> <tr> <td>2nd " "</td> <td>18 9</td> </tr> <tr> <td>3rd " "</td> <td>22 9</td> </tr> <tr> <td>4th " "</td> <td>26 6</td> </tr> <tr> <td>5th " "</td> <td>30 9</td> </tr> <tr> <td>6th " "</td> <td>34 6</td> </tr> </tbody> </table>		<i>s. d.</i>	1st year's experience ..	14 9	2nd " "	18 9	3rd " "	22 9	4th " "	26 6	5th " "	30 9	6th " "	34 6	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th><i>s. d.</i></th> </tr> </thead> <tbody> <tr> <td colspan="2">Males—</td> </tr> <tr> <td>Over 21 years of age, without previous experience at the trade—</td> <td></td> </tr> <tr> <td> 1st six months</td> <td>66 6</td> </tr> <tr> <td> All others</td> <td>70 0</td> </tr> <tr> <td colspan="2">Females</td> </tr> <tr> <td></td> <td>38 9</td> </tr> </tbody> </table>		<i>s. d.</i>	Males—		Over 21 years of age, without previous experience at the trade—		1st six months	66 6	All others	70 0	Females			38 9
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(3) OVERTIME.—Any employee who works for any time in excess of 48 hours in any week shall be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sunday, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Eight Hours Day), 3rd June (King's Birthday), Christmas Day, Boxing Day, and New Year's Day, but if any 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.

(5) TIME RATES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 24 hours be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

D. GRANT, Chairman.

H. N. JONES, Secretary.

Melbourne, 6th December, 1932.

By Authority: H. J. GREEN, Government Printer, Melbourne.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author details the various methods used to collect and analyze the data. This includes both primary and secondary research techniques. The primary research involved direct observation and interviews with key stakeholders. Secondary research was conducted through a review of existing literature and industry reports.

The third section presents the findings of the study. It highlights several key trends and patterns observed in the data. These findings are supported by statistical analysis and visual representations such as charts and graphs. The results indicate a significant shift in consumer behavior over the period studied.

Finally, the document concludes with a series of recommendations based on the findings. These suggestions are aimed at helping organizations better understand their market and improve their strategic decision-making. The author notes that ongoing monitoring and evaluation will be necessary to track the effectiveness of these recommendations.

The data was collected over a period of six months, from January to June 2023. The sample size was 1,200 participants, representing a diverse range of demographics and geographic locations. The primary data was collected through a series of focus groups and individual interviews. The secondary data was sourced from various industry publications and government databases.

The analysis revealed that there is a strong correlation between economic factors and consumer spending patterns. Specifically, as inflation rates increased, there was a noticeable decrease in discretionary spending. This trend was consistent across most of the surveyed regions.

Based on these findings, it is recommended that businesses should focus on providing value for money and offering flexible payment options. Additionally, companies should consider diversifying their product lines to cater to the changing needs of their customers. Regular communication and engagement with the customer base are also crucial for staying relevant in a competitive market.