



VICTORIA GOVERNMENT GAZETTE.

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No. 142]

THURSDAY, AUGUST 31.

[1944

Factories and Shops Acts.

DETERMINATION OF THE WATCHMEN'S BOARD.

NOTE.—(i) (a) This Determination applies to the whole of the State of Victoria.

(b) Section 225 of the *Factories and Shops Act 1928* (No. 3677) provides that "every person employed as a watchman shall be granted one holiday in every week."

(ii) On the 21st day of May, 1943, the Industrial Appeals Court granted leave to the above-mentioned Board to review the Determination of the Board as amended by the Court's Determination of the 18th day of March, 1943, in respect of rates of pay for casual watchmen on wharfs and/or ships in connection with overseas and interstate shipping.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed in lieu of the Nightwatchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 24th August, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Classes of Employees.	Wages per Week of 48 Hours.					
	Within a Radius of 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.			Other Parts of Victoria where this Determination applies.		
	Wages.	War Time Loading.	Total.	Wages.	War Time Loading.	Total.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of	123 4	3 0	126 4	120 4	3 0	123 4
All others	110 10	3 0	113 10	107 10	3 0	110 10

CASUAL WATCHMEN.

3. Casual Watchmen—i.e. persons employed by the hour as watchmen on wharfs and/or ships in connection with overseas and/or interstate shipping shall be paid at the rate of 3s. 3d. per hour.

OVERTIME.

4. (a) Any time worked in excess of 48 hours in any one week shall be paid for at the rate of time and a half.

(b) For the purpose of computing overtime, all time actually worked on Sundays or public holidays as shown in Clause 6 herein shall be included and the overtime rate shall be paid in addition to the special rate.

EMPLOYMENT FOR LESS THAN FULL WEEK.

5. Employees except casual watchmen as defined in clause 3, who are employed during any week for less than the working week of 48 hours shall be paid for the first 24 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any person who is not engaged for a week but who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness, inability, or some other sufficient cause beyond his control.

SPECIAL RATES.

6. Time and a half shall be the special rate for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day (21st April), Anzac Day, King's Birthday, Christmas Day, and 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;

Provided that a person who is directed by his employer to absent himself from duty on any of the days above mentioned shall if he is unable to complete 48 hours' work in that particular week, be paid ordinary rates for any such day on which he is absent.

TRAVELLING TIME AND FARES.

7. Any watchman employed on wharfs, ships, &c., away from the Melbourne wharfs and Victoria Dock shall be paid for travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement to and from the place of employment.

EMPLOYEE PROVIDING OWN BICYCLE.

8. Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

MINIMUM PAYMENT.

9. Any watchman called up for duty shall receive at least four hours' pay.

PAYMENT FOR MEAL TIMES.

10. No deduction shall be made in an employee's time for a meal period unless he is permitted to leave his employer's premises for such meal.

MEAL ALLOWANCE.

11. Where an employee is directed by the employer to work more than two hours into the next shift he shall be supplied by the employer with a meal or be paid a meal allowance of 2s., provided he was not notified the previous day that he would be required to work.

ANNUAL LEAVE.

12. (i) Any employee, except casual watchmen as defined in clause 3, who has been in the service of the same employer continuously for a period of not less than twelve months shall be granted twelve working days' holiday on full pay, exclusive of the holidays mentioned in clause 6, in each year of service, and such holiday shall be given within three months after the completion of twelve months' service.

If, after six months' continuous service in any qualifying twelve-monthly period, an employee leaves or is dismissed through no fault of his own, he shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., one day for each complete month of service.

(ii) Each employee before going on leave shall be paid the wages due to him for the period for which he is entitled to leave.

SICK LEAVE.

13. An employee, except casual watchmen as defined in clause 3, who has been in the service of an employer for not less than three months, shall be entitled to sick leave of absence for a maximum aggregate of forty-eight hours of working time with full pay during each subsequent twelve months' service provided he produces satisfactory evidence to his employer that such absence was caused by ill-health or an accident.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 21st August, 1944.

[2363]



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WEDNESDAY, SEPTEMBER 6.

[1944

PROCLAMATION

By His Excellency the Honorable Sir Frederick Wollaston Mann, Knight Commander of the Most Distinguished Order of Saint Michael and Saint George; Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by a Commission under the Royal Sign Manual and Signet, bearing date the Thirtieth day of March, One thousand nine hundred and thirty-six, His former Majesty King Edward VIII. was graciously pleased to appoint me to be the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, with all the powers, rights, privileges, and advantages to the said Office belonging or appertaining; and further, in case of the death, incapacity, or removal of the Governor of the said State, or of his departure from the said State, or of his assuming the administration of the Government of the Commonwealth of Australia, to authorize and require me to administer the Government of the said State, with all and singular the powers and authorities contained in certain Letters Patent under the Great Seal of the United Kingdom of Great Britain and Ireland, bearing date at Westminster the Twenty-ninth day of October, One thousand nine hundred, constituting the office of Governor in and over the said State of Victoria and its Dependencies as amended by Letters Patent under the Great Seal of the United Kingdom of Great Britain and Ireland, bearing date at Westminster the Thirtieth day of April, One thousand nine hundred and thirteen, making further provision for the administration of the Government of the State of Victoria and its Dependencies in certain events: And whereas the said Governor, has assumed his administration of the Government of the Commonwealth of Australia: Now therefore I, Sir Frederick Wollaston Mann, the Lieutenant-Governor of the said State, do hereby proclaim that all the powers and authorities by the said Letters Patent granted to the Governor of the said State of Victoria and its Dependencies have become and are now vested in me as Lieutenant-Governor of the said State now residing therein, to be by me exercised and enjoyed in accordance with the terms of the said Commission.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this sixth day of September, in the year of our Lord One Thousand nine hundred and forty-four, and in the eighth year of the reign of His Majesty King George VI.

(L.S.)

F. W. MANN.

By His Excellency's Command,

A. A. DUNSTAN,
Premier.

GOD SAVE THE KING!

By Authority: H. E. DAW, Government Printer, Melbourne.

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 ensuring transparency and accountability in financial reporting.

2. The second part of the document outlines the various methods and techniques used to collect and analyze data. It highlights the need for consistent and reliable data collection processes to ensure the validity of the results.

3. The third part of the document describes the different types of data that are collected and analyzed. It includes information on both quantitative and qualitative data, as well as the various sources and methods used to obtain this information.

4. The fourth part of the document discusses the various statistical methods and techniques used to analyze the data. It covers topics such as descriptive statistics, inferential statistics, and regression analysis, among others.

5. The fifth part of the document discusses the various ways in which the results of the analysis can be presented and communicated. It includes information on the use of tables, graphs, and other visual aids to make the data more understandable and accessible to the intended audience.

6. The sixth part of the document discusses the various ethical considerations that must be taken into account when conducting research. It emphasizes the importance of maintaining the integrity and confidentiality of the data, as well as the need to obtain informed consent from all participants.

7. The seventh part of the document discusses the various ways in which the results of the research can be used to inform decision-making and policy-making. It highlights the importance of providing clear and concise summaries of the findings, as well as the need to consider the broader implications of the research.

8. The eighth part of the document discusses the various ways in which the research can be disseminated and shared with the wider community. It includes information on the use of conferences, journals, and other platforms to share the results of the research.

9. The ninth part of the document discusses the various ways in which the research can be used to improve the quality of services and programs. It emphasizes the importance of using the findings to inform the design and implementation of these services and programs, as well as the need to monitor and evaluate their effectiveness.

10. The tenth part of the document discusses the various ways in which the research can be used to inform the development of new policies and programs. It highlights the importance of providing clear and concise summaries of the findings, as well as the need to consider the broader implications of the research.