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[1944

DETERMINATION OF THE INDUSTRIAL APPEALS COURT.

IN THE INDUSTRIAL APPEALS COURT:

IN THE MATTER of a Determination of the Meat Preservers Board published in the *Victoria Government Gazette* of Thursday, 27th July, No. 126 of 1944, at pages 1869 to 1875 inclusive.

IN THE MATTER of an affidavit of Herbert Percy Ogilvie, dated the 21st day of August, 1944, sworn and filed herein.

(Before His Honour Judge Stretton, Mr. C. H. Grant, and Mr. J. V. Stout.)

Friday the 20th day of October, 1944.

Having read the abovementioned affidavit and having heard the parties thereto, and being satisfied that a prima facie case exists for a review of the said Determination THIS COURT DOETH ORDER AND DETERMINE that the abovementioned Determination be amended in the manner following:—

1. That for Clauses (33) and (34) there shall be substituted the following:—

SHIFT WORK.

33. (a) The ordinary hours of shift-workers shall be 44 per week, to be worked in 5 shifts of 8 hours 48 minutes on Monday to Friday inclusive or 5 shifts of 8 hours and one shift (Saturday) of 4 hours.

(b) Such shifts shall be rostered.

(c) Shift-workers whilst on afternoon or night shift shall be paid 12½ per cent. in addition to the rates shown in Clause 32.

Definition.—Afternoon shift means any shift finishing after 6 p.m. and at or before midnight.

Night shift means any shift finishing subsequent to midnight and at or before 8 a.m.

WEEKLY WAGES.

34. All employees (other than temporary workers) ready, willing, and available for work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked.

2. That for Clause (37) there shall be substituted the following:—

OVERTIME.

37. The following rates shall be paid for overtime:—

(a) Shift-workers—for all work done in excess of 8 hours per day, or in excess of 44 hours per week overtime shall be paid—

(i) When the week's work is done in six days—Time and a half on prevailing rates shall be paid provided that if any such overtime is done after 1.40 p.m. on a Saturday, double time on prevailing rates shall be paid for work so done after such hour on such day.

(ii) When the week's work is done in five days—All work done before noon on a Saturday shall be paid for at the rate of time and a half on prevailing rates and for all work done after such hour double time on prevailing rates shall be paid.

(iii) When shifts are worked on six days in a week and the total hours worked exceed 44 hours in that week, overtime shall be paid for the excess time over 44 hours.

(b) Others (not being shift-workers)—

(i) Outside the hours fixed in clause 36 (except after 12 noon on Saturday, when the rate shall be double time); time and a half.

(ii) Within the hours fixed in clause 36, in excess of the hours fixed in clause 35; time and a half.

By the Court.

REX L. CECIL,

Registrar.

(L.S.)

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 transparency and accountability, particularly in financial reporting and compliance with regulatory requirements. The text notes that incomplete or inaccurate records can lead to significant legal and financial consequences for the organization.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the importance of using reliable and validated data sources to ensure the integrity and accuracy of the information. The text also discusses the challenges associated with data collection, such as ensuring data privacy and security, and the need for robust data management systems to handle large volumes of information.

3. The third part of the document focuses on the analysis and interpretation of the collected data. It describes the various statistical and analytical techniques used to identify trends, patterns, and correlations within the data. The text emphasizes the importance of contextualizing the data and considering external factors that may influence the results. It also discusses the role of data visualization in presenting complex information in a clear and accessible manner.

4. The fourth part of the document discusses the application of the data analysis results to inform decision-making and strategic planning. It highlights the importance of using data-driven insights to identify opportunities for growth, optimize operations, and mitigate risks. The text also discusses the need for ongoing monitoring and evaluation of the data to ensure that the organization remains agile and responsive to changing market conditions.

5. The fifth part of the document concludes by summarizing the key findings and recommendations. It emphasizes the importance of a data-driven culture and the need for continuous investment in data management and analysis capabilities. The text also discusses the potential for future research and the need for ongoing collaboration and knowledge sharing within the industry.