



VICTORIA
GOVERNMENT GAZETTE.

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WEDNESDAY, AUGUST 4.

[1948

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1948.

Dated at Melbourne, this
28th day of July, 1948.

RAY H. BEERS,
Secretary for Labour.

CYCLE TRADE BOARD.

Clause 2 of the Determination made on the 5th December, 1947, and in force as from the beginning of the first pay period to commence after the 1st December, 1947, shall be replaced by the following clause:—

2.

(a) *Apprentices.	(b) *Improvers.	(c) Other Employees.
Weekly Wages.	Weekly Wages.	Weekly Wages Day Shift.
s. d.	s. d.	s. d.
1st year 30 0	1st year 29 0	Foremen, where over five adults are employed .. 174 6
2nd „ 37 3	2nd „ 35 9	Foremen, where five adults or fewer are employed 170 9
3rd „ 59 3	3rd „ 57 6	Lathe hands 169 0
4th „ 87 0	4th „ 84 0	Builders and repairers of motor cycle frames and frames other than cycle frames 155 3
5th „ 115 3	5th „ 112 0	Builders or repairers or brazors of cycle frames.. 154 0
And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.	And thereafter four-fifths of the journeyman's rate. Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.	Other repairers of motor cycles (except lathe hands) 155 3
PROPORTION (IN ANY PLACE).	PROPORTION (IN ANY PLACE).	Other repairers (except lathe hands) .. 154 0
One apprentice to every three or fraction of three persons receiving not less than 142s. per week.	One improver to one person receiving not less than 142s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.	Assemblers of motor cycles 154 0
		Other assemblers 146 6
		Filers on motor and other cycles .. 146 6
		Wheel-builders on motor and other cycles .. 146 6
		Foremen in rim-making 158 6
		All others employed in rim-making .. 146 6
		Persons cleaning off joints by sand-blasting or by shot-blasting 146 6
		Handle-bar benders—
		By the mandrel method 142 0
		By any other method 146 6
		Persons not provided for otherwise .. 136 0

* Except those covered by the Apprenticeship Act.

Clauses, other than clause 2, of the said Determination shall remain in force.

By Authority: J. J. GOURLEY, 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 this is essential for ensuring transparency and accountability in the organization's operations. The text notes that without proper record-keeping, it would be difficult to track expenses, revenues, and other financial data, which could lead to mismanagement and potential legal issues.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It mentions that modern organizations often utilize sophisticated software and analytics to process large volumes of information. This data is then used to identify trends, forecast future performance, and make data-driven decisions. The text also highlights the importance of data security and privacy in this context.

3. The third part of the document focuses on the role of human resources in the organization. It discusses how a well-trained and motivated workforce is crucial for the success of any business. The text describes various strategies for recruitment, training, and employee development. It also touches upon the importance of creating a positive work environment and fostering a culture of collaboration and innovation.

4. The fourth part of the document addresses the financial aspects of the organization. It details the budgeting process, including how to set realistic financial goals and allocate resources effectively. The text also discusses the importance of monitoring financial performance and making adjustments as needed. Additionally, it mentions the role of external auditors in ensuring the accuracy of financial statements.

5. The fifth part of the document discusses the legal and regulatory requirements that the organization must comply with. It highlights the importance of staying up-to-date with changes in laws and regulations to avoid penalties and legal disputes. The text also mentions the role of legal counsel in navigating complex legal issues and ensuring that the organization's operations are fully compliant.

6. The sixth part of the document focuses on the organization's relationship with its stakeholders. It discusses the importance of effective communication and transparency in building trust and loyalty. The text mentions various channels for stakeholder engagement, such as regular meetings, reports, and social media. It also emphasizes the need to listen to feedback and address concerns promptly.

7. The seventh part of the document discusses the organization's environmental and social responsibilities. It highlights the importance of sustainable practices and ethical behavior in the long-term success of the business. The text mentions various initiatives, such as reducing carbon footprint, supporting local communities, and promoting diversity and inclusion. It also notes that these practices can enhance the organization's reputation and attract socially conscious investors and customers.

8. The eighth part of the document discusses the organization's risk management strategy. It identifies various risks, such as market volatility, technological changes, and natural disasters, and describes how the organization assesses and mitigates these risks. The text mentions the importance of having a contingency plan in place to respond to unexpected events. It also notes that risk management is an ongoing process that requires regular review and updates.

9. The ninth part of the document discusses the organization's performance evaluation and reporting. It describes how the organization sets key performance indicators (KPIs) and uses them to measure progress. The text mentions the importance of regular reporting to stakeholders and the use of data to inform decision-making. It also notes that performance evaluation is a key tool for identifying areas for improvement and celebrating successes.

10. The tenth part of the document discusses the organization's future outlook and strategic vision. It describes the organization's long-term goals and the strategies it plans to use to achieve them. The text mentions the importance of staying agile and adaptable in a rapidly changing business environment. It also notes that a clear vision and strategic plan are essential for guiding the organization's growth and success.