



# VICTORIA GOVERNMENT GAZETTE.

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[1951

## 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, 1951.

Dated at Melbourne, this

13th day of August, 1951.

RAY. H. BEERS,

Secretary for Labour.

## AERATED WATER TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 282 of the 8th March, 1951, shall be replaced by the following clause:—

2.

### JUNIORS.

| Males.                        | Wages per Week<br>of 40 Hours. | Females.                          | Wages per Week<br>of 40 Hours. |
|-------------------------------|--------------------------------|-----------------------------------|--------------------------------|
|                               | £ s. d.                        |                                   | £ s. d.                        |
| Under 16 years of age .. .. . | 2 7 6                          | 17 years of age and under .. .. . | 3 17 0                         |
| 16 years of age .. .. .       | 3 7 6                          | 18 years of age .. .. .           | 4 11 6                         |
| 17 years of age .. .. .       | 4 11 0                         | 19 years of age .. .. .           | 5 6 6                          |
| 18 years of age .. .. .       | 5 14 6                         | 20 years of age .. .. .           | 6 1 0                          |
| 19 years of age .. .. .       | 7 4 0                          |                                   |                                |
| 20 years of age .. .. .       | 8 13 6                         |                                   |                                |

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

### OTHER EMPLOYEES.

|  | Wages per Week of 40 Hours.  |                        |
|--|--|------------------------|
|  | Within 20 Miles of G.P.O.,<br>Melbourne; within 10<br>Miles of G.P.O., Geelong;<br>in Warrnambool; and in<br>Mildura and Gippsland<br>Districts. | Elsewhere in Victoria. |
| <b>Adult Males—</b>  | £ s. d.  | £ s. d.                |
| Cordial Maker, i.e., one who makes up either from his own or his employer's recipe .. .. .   | 11 9 0   | 11 6 0                 |
| Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant .. .. .                  | 10 19 0  | 10 16 0                |
| Employee operating automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine .. .. .   | 10 14 0  | 11 11 0                |
| Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters .. .. .   | 10 9 0   | 10 6 0                 |
| Employee engaged in handling Glauber Salts .. .. .   | 10 9 0   | 10 6 0                 |
| Box repairer and wood worker .. .. .   | 10 14 0  | 10 11 0                |
| All others .. .. .   | 10 6 0   | 10 3 0                 |
| Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.  |  |                        |
| <b>Adult Females—</b>  |  |                        |
| Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables .. .. . | 7 8 6  | 7 6 0                  |

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 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 captured and stored securely.

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 that their staff are equipped with the skills necessary to manage complex data sets effectively. Additionally, the text stresses the importance of regular audits and reviews to identify potential weaknesses and areas for improvement.

3. The third part of the document focuses on the role of technology in enhancing operational efficiency. It explores various digital tools and platforms that can streamline processes, reduce errors, and improve communication. The author notes that while technology offers significant benefits, it also presents challenges, such as data security and integration with existing systems. Therefore, organizations must carefully evaluate their options and implement a balanced approach that maximizes the advantages of technology while mitigating its risks.

4. The fourth part of the document discusses the importance of collaboration and teamwork in achieving organizational goals. It argues that no single department or individual can succeed in isolation; instead, success is achieved through the collective effort of all team members. The text provides several strategies for fostering a collaborative culture, including encouraging open communication, providing cross-training opportunities, and recognizing and rewarding team achievements. The author concludes that a strong, collaborative team is the foundation of any successful organization.

5. The fifth and final part of the document offers concluding thoughts and recommendations. It reiterates the key points discussed throughout the document, emphasizing the need for continuous improvement and adaptation. The author encourages organizations to stay informed about the latest trends and technologies in their field and to be proactive in addressing any challenges that may arise. Finally, the text offers a call to action, urging all stakeholders to work together to create a more efficient, transparent, and successful organization.