



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 219]

MONDAY, MARCH 23.

[1953

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 February, 1953.

Dated at Melbourne, this
20th day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

RETAIL DAIRY BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 694 of the 19th July, 1951, shall be replaced by the following clause:—

2.

| Improvers. | | | | | Other Employees. | | | |
|-----------------------------|---------------------------|--------------|---------------------------|--------------|---------------------------------|-----------------------|--------------|--|
| Wages Per Week of 40 Hours. | | | | | Wages.* | | | |
| | Shift Workers. | | All Others. | | | Per Week of 40 Hours. | | |
| | Percentage of Basic Wage. | Amount. | Percentage of Basic Wage. | Amount. | | Shift Workers. | All Others. | |
| | | | | | | | | |
| | | <i>s. d.</i> | | <i>s. d.</i> | | <i>s. d.</i> | <i>s. d.</i> | |
| Under 16 years .. | .. | .. | 50 | *114 6 | Manager | *283 6 | *272 6 | |
| 16-17 years .. | .. | .. | 58 | *133 0 | Foreman | *278 6 | *267 6 | |
| 17-18 years .. | .. | .. | 66 | *161 0 | Operator of— | | | |
| 18-19 years .. | 84 | *192 6 | 75 | *171 6 | Pasteurizer | *264 6 | *253 6 | |
| 19-20 years .. | 92 | *210 6 | 84 | *192 6 | Separator or milk cooler .. | *259 6 | *248 6 | |
| 20-21 years .. | 98 | *224 6 | 90 | *206 0 | Washer or sterilizer of cans or | | | |
| | | | | | bottles | *259 6 | *248 6 | |
| | | | | | All others | *258 6 | *247 6 | |

PROPORTION (IN ANY PLACE).

Males.

One improver to every eight or fraction of eight workers receiving not less than 247s. 6d. per week of 40 hours.

* Adult employees whose usual hours of duty extend over six days per week shall receive in addition to their usual weekly wage prescribed in this Determination an additional 11s. 6d. per week; provided that improvers whose hours of duty are similarly extended shall receive *pro rata* the additional amount prescribed herein for adults.

* An additional amount of 20s. per week shall be paid to all employees provided—

(i) that this amount shall not be paid to any employee who absents himself from work without reasonable excuse on any day he is so required to work; and

(ii) sub-clause (i) hereof shall not apply to the rostered day off or to an employee who is absent on sick leave pursuant to clause 11.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act* 1934 that this trade is so unskilled that no person should be taken as an apprentice to it.

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

By Authority: W. M. HOUSTON, 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 the context of public administration and financial management. The text notes that without reliable records, it is difficult to track expenditures, assess performance, and ensure that resources are being used effectively and efficiently.

2. The second part of the document addresses the challenges associated with data collection and analysis. It highlights that gathering accurate and complete data can be a complex and time-consuming process, especially when dealing with large-scale operations or multiple stakeholders. The text suggests that investing in robust data management systems and training personnel in data handling techniques can help overcome these challenges and improve the quality of the information available for decision-making.

3. The third part of the document focuses on the role of technology in enhancing organizational efficiency and effectiveness. It discusses how digital tools and platforms can streamline processes, reduce manual errors, and facilitate better communication and collaboration among team members. The text also touches upon the importance of ensuring that these technologies are secure and that data is protected from unauthorized access or breaches.

4. The fourth part of the document explores the significance of continuous learning and professional development for the workforce. It argues that in a rapidly changing environment, employees must stay updated with the latest industry trends, skills, and knowledge. The text recommends providing opportunities for training, workshops, and conferences to support the growth and development of the organization's human capital.

5. The fifth and final part of the document concludes by summarizing the key points discussed and reiterating the importance of a holistic approach to organizational management. It stresses that success is achieved through a combination of effective record-keeping, data-driven insights, technological innovation, and a committed, well-trained workforce. The text ends with a call to action, encouraging leadership to prioritize these areas and foster a culture of excellence and continuous improvement.