



VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Lampshade Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of Section (6) of the *Factories and Shops Act 1938*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

IN accordance with the provisions of the *Factories and Shops Acts*, the *Wages Board* appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;

Preparing feathers;

Treating flax;

Treating pyrites and other metalliferous ores;

Mixing seed and making poultry foods;

Glass badging;

Gold stamping;

Ivory working;

Show-card and ticket-writing

Manufacturing or preparing—

Abrasive paper or cloth;

Asbestos articles;

Blue prints;

Buttons and buckles other than those subject to the Determination of the *Plastic Moulding Board*;

Button badges;

Carbon articles;

Chalk, crayons, or other articles from mineral earth;

Cinematograph film;

Composition flooring;

Cutlery;

Artificial flowers and bouquets;

Paper articles not subject to any Board heretofore appointed;

Honey;

Ink or adhesives;

Silk or parchment lamp shades;

Fishing and other nets;

Ornaments for cakes;

Plaster models;

Sporting goods not provided for under any Board heretofore

appointed;

Surgical instruments;

Toys;

Watch cases "

has made, in respect of the manufacturing or preparing of—

(a) Silk or parchment lampshades,

(b) Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein,

the following Determination, namely:—

1. That on the 14th December, 1953, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) OTHER EMPLOYERS.	
Males.			Females.			Males.	
Experience.	Percentage of Basic Wage.	Amount.	Experience.	Percentage of Female Basic Wage.	Amount.		s. d.
1st year	22	52 0	1st six months	23	41 0	Persons engaged in cutting out material for parts of lamp-shades	242 0
2nd year	30	71 0	2nd six months	29	51 6	All others	240 0
3rd year	41	97 0	3rd six months	34	60 6		
4th year	56	132 6	4th six months	41	73 0		
5th year	71	188 6	5th six months	45	80 0	Persons engaged in sketching, painting or decorating by free-hand or stencils	177 6
6th year	82	194 6	6th six months	52	92 6	Persons engaged in assembling and attaching parts of lamp-shades (including trimming and sewing)	177 6
7th year	87	206 0	7th six months	57	101 0	All others	177 6
			8th six months	65	115 6		

PROPORTION.

Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.

Three female improvers to each female person receiving not less than the minimum wage.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	6 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—
 (a) Outside the times of beginning and ending work prescribed in clause 5; or
 (b) Within such prescribed times, but in excess of 40 hours in any one week—
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
 (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, 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 this provision shall apply only to the day so substituted.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

7A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 7 herof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.
 (b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.
 (c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

9. (a) That females engaged in sketching, painting, or decorating by freehand or stencils, shall be allowed, during each morning and afternoon, an interval of ten minutes for rest after two hours' work, such interval to count as part of time worked.
 (b) That females engaged in any work not specified in the foregoing sub-clause, where the spell of duty exceeds four hours, shall be allowed an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.

ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 16.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of Improvers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 14th December, 1953.

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 operations. This section also highlights the role of internal controls in preventing fraud and errors.

2. The second part of the document focuses on the implementation of robust risk management strategies. It outlines various risk assessment techniques and provides guidance on how to identify, measure, and mitigate potential risks. The text stresses the need for a proactive approach to risk management to protect the organization's assets and reputation.

3. The third part of the document addresses the importance of effective communication and reporting. It discusses the need for clear and concise communication channels and the role of regular reporting in keeping stakeholders informed. This section also touches upon the importance of maintaining confidentiality and data security.

4. The fourth part of the document discusses the importance of continuous improvement and monitoring. It emphasizes that organizations should regularly review their processes and procedures to identify areas for improvement. This section also highlights the role of key performance indicators (KPIs) in measuring organizational success and progress.

5. The fifth part of the document discusses the importance of compliance with relevant laws and regulations. It outlines the various legal and regulatory requirements that organizations must adhere to and provides guidance on how to ensure compliance. This section also highlights the consequences of non-compliance and the importance of staying up-to-date with changes in the regulatory environment.

6. The sixth part of the document discusses the importance of ethical conduct and corporate social responsibility (CSR). It emphasizes that organizations should operate in an ethical and transparent manner and should be committed to making a positive impact on society. This section also highlights the role of CSR in enhancing the organization's reputation and long-term sustainability.

7. The seventh part of the document discusses the importance of talent management and organizational development. It outlines various strategies for attracting, developing, and retaining top talent. This section also highlights the role of training and development programs in enhancing the organization's capabilities and competitiveness.

8. The eighth part of the document discusses the importance of financial management and budgeting. It outlines various financial management techniques and provides guidance on how to develop and manage an effective budget. This section also highlights the role of financial reporting in providing stakeholders with accurate and timely information.

9. The ninth part of the document discusses the importance of innovation and research and development (R&D). It emphasizes that organizations should invest in R&D to drive innovation and stay ahead of the competition. This section also highlights the role of intellectual property protection in safeguarding the organization's competitive advantage.

10. The tenth part of the document discusses the importance of crisis management and business continuity planning. It outlines various strategies for identifying and mitigating potential crises and provides guidance on how to develop and implement an effective business continuity plan. This section also highlights the role of crisis communication in managing the organization's reputation during a crisis.