



VICTORIA

GOVERNMENT GAZETTE

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[1973

ACTS OF PARLIAMENT

PROCLAMATION

By His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

I, the Governor of the State of Victoria, in the Commonwealth of Australia, do hereby declare that I have this day assented, in Her Majesty's name, to the Bills passed by the Parliament of the said State, the titles whereof are hereunder set forth, together with the short titles, that is to say:—

- No. 8454. "An Act to amend the *Money Lenders Act 1958* with respect to Advertisements relating to Loans, Licence Fees and for other Purposes." (*Money Lenders (Advertisements) Act 1973.*)
- No. 8455. "An Act to improve Stability in the Tomato Processing Industry." (*Tomato Processing Industry (Uniform Agreement) Act 1973.*)
- No. 8456. "An Act to amend the *Poisons Act 1962.*" (*Poisons (Fees) Act 1973.*)
- No. 8457. "An Act to authorize the Grant of Leases in respect of certain land in the Town of Camperdown and for other purposes." (*Camperdown (Public Park) Land Act 1973.*)
- No. 8458. "An Act to authorize the Granting of Leases in respect of certain land in the City of Sunshine and for other Purposes connected with that Land." (*Maidstone Land Act 1973.*)
- No. 8459. "An Act to amend Part III. of and the Fourth Schedule to the *Labour and Industry Act 1958* and for other purposes." (*Labour and Industry (Amendment) Act 1973.*)
- No. 8460. "An Act to amend the *Hairdressers Registration Act 1958.*" (*Hairdressers Registration (Amendment) Act 1973.*)
- No. 8461. "An Act to amend the *Land Act 1958* with respect to the Conversion of Measures to Metric Measurement and for other purposes." (*Land (Metric Conversion) Act 1973.*)
- No. 8462. "An Act to amend the *Co-operative Housing Societies Act 1958.*" (*Co-operative Housing Societies (Amendment) Act 1973.*)

- No. 8463. "An Act to make Provision concerning the Southern Peninsula Hospital and the Lotus Lodge Hostel for the Aged at Rosebud, to amend the *Hospitals and Charities Act 1958* and for other purposes." (*Rosebud Institutions Act 1973.*)
- No. 8464. "An Act to make Provision with respect to the Dissolution of Colonial Gas Holdings Limited and certain Subsidiaries of that Company incorporated in Victoria, to transfer certain Property and Liabilities in Victoria to the Gas and Fuel Corporation of Victoria, to amend the *Gas and Fuel Corporation Act 1972* and for other purposes." (*Gas and Fuel Corporation (Amalgamations) Act 1973.*)
- No. 8465. "An Act to amend the *Stamps Act 1958* and for purposes connected therewith." (*Stamps Act 1973.*)
- No. 8466. "An Act to amend Section 26 of the *Estate Agents Act 1958.*" (*Estate Agents (Fees) Act 1973.*)
- No. 8467. "An Act to amend the *Auction Sales Act 1958.*" (*Auction Sales (Licence Fees) Act 1973.*)
- No. 8468. "An Act to amend Section 22 of the *Motor Car Act 1958* and the *Motor Car (Learner Drivers' Permits) Act 1973.*" (*Motor Car (Fees) Act 1973.*)
- No. 8469. "An Act to amend the *Mines Act 1958* with respect to the Fee for a Miner's Right and for other purposes." (*Mines (Fees) Act 1973.*)

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this seventh day of November, in the year of our Lord One thousand nine hundred and seventy-three, and in the twenty-second year of the reign of Her Majesty Queen Elizabeth II.

(L.S.)

ROHAN DELACOMBE.

By His Excellency's Command,

R. J. HAMER,
Premier.

GOD SAVE THE QUEEN!

NOTE: Act Nos. 8454, 8456, 8461, 8465, 8466, 8467, 8468 and 8469 shall come into operation on a day to be fixed by Proclamation; Act Nos. 8455, 8457, 8458, 8459, 8460, 8462, 8463 and 8464 shall come into operation as from date of Royal Assent i.e. 7th November, 1973.

...and the fact that the majority of the respondents were male, the results may not be generalizable to all employees. The study also did not take into account the possibility of common method variance, which could have influenced the results. Finally, the study did not measure the extent to which employees were aware of the company's ethical stance, which could have influenced their reporting behavior.

5.2. Ethical climate and reporting behavior

The results of the study show that there is a significant positive relationship between ethical climate and reporting behavior. This suggests that employees who perceive a strong ethical climate are more likely to report unethical behavior. This finding is consistent with previous research (e.g., Treviño & Youngblood, 1990) and provides support for the ethical climate theory. The study also found that the relationship between ethical climate and reporting behavior is mediated by the perceived likelihood of being caught. This suggests that employees who perceive a strong ethical climate are more likely to believe that they will be caught if they report unethical behavior, which in turn increases their likelihood of reporting.

5.3. Organizational justice and reporting behavior

The results of the study show that there is a significant positive relationship between organizational justice and reporting behavior. This suggests that employees who perceive high levels of organizational justice are more likely to report unethical behavior. This finding is consistent with previous research (e.g., Treviño & Youngblood, 1990) and provides support for the organizational justice theory. The study also found that the relationship between organizational justice and reporting behavior is mediated by the perceived likelihood of being caught. This suggests that employees who perceive high levels of organizational justice are more likely to believe that they will be caught if they report unethical behavior, which in turn increases their likelihood of reporting.

5.4. Ethical climate and organizational justice

The results of the study show that there is a significant positive relationship between ethical climate and organizational justice. This suggests that employees who perceive a strong ethical climate are more likely to perceive high levels of organizational justice. This finding is consistent with previous research (e.g., Treviño & Youngblood, 1990) and provides support for the ethical climate theory.