



# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, MAY 25.

[1923.]

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 2 (BOOT REPAIRERS).

NOTE.—This Determination (in the 1st June, 1923, applied to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts; the cities of Ballarat, Bendigo, Geelong, Sandringham, and Warrnambool; the town of Geelong West; and the boroughs of Eaglehawk, Newtown and Chiewell, and Sebastopol.

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 persons employed in the trade of a Boot Repairer" has made the following Determination, namely:—

(1) That on the 1st June, 1923, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.					Other Employees.				
Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Commencing Age.									
	Under 16 years.	16 years.	17 years.	18 years or over.					
	s. d.	s. d.	s. d.	s. d.					
1st year .. ..	12 6	19 0	19 0	28 0					
2nd year .. ..	19 0	28 0	28 0	36 0					
3rd year—									
1st 6 months .. ..	28 0	36 0	36 0	51 0					
2nd 6 months .. ..	28 0	36 0	36 0	59 0					
4th year—									
1st 6 months .. ..	36 0	43 6	51 0	Minimum wage					
2nd 6 months .. ..	36 0	43 6	59 0						
5th year—									
1st 6 months .. ..	43 6	51 0	Minimum wage						
2nd 6 months .. ..	43 6	59 0							
6th year—									
1st 6 months .. ..	51 0	Minimum wage							
2nd 6 months .. ..	59 0								
Thereafter .. ..	Minimum wage.								

### PROPORTION (IN ANY PLACE).

#### Apprentices.

One apprentice to three or fraction of three workers receiving not less than 92s. 6d. per week of 44 hours.

#### Improvers.

One improver to every four workers receiving not less than 92s. 6d. per week of 44 hours.

(3) OVERTIME.—Any employee who works in excess of 44 hours in any week shall be paid for such extra time at the rate of time and a half.

(4) TIME RATE.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid at the ordinary wages rate with an addition of forty per centum.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day: but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

H. J. RICHARDSON, J.P.

Chairman.

W. L. HARRINGTON.

Secretary.

Melbourne, 22nd May, 1923.

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1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part outlines the specific procedures for recording and reporting these activities. It details the steps involved in data collection, analysis, and the preparation of reports for management review.

3. The third part addresses the challenges associated with implementing these procedures. It identifies common obstacles such as lack of resources, insufficient training, and resistance to change, and offers strategies to overcome them.

4. The fourth part provides a summary of the key findings and recommendations. It highlights the need for a strong commitment from top management and the importance of ongoing monitoring and evaluation to ensure the success of the initiative.

5. The final part concludes the document by reiterating the overall goals and objectives. It expresses confidence in the organization's ability to achieve these goals through the implementation of the proposed measures.