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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
14th day of August, 1951.

RAY. H. BEERS,
Secretary for Labour.

LAW CLERKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 87 of the 26th January, 1951, shall be replaced by the following clause:—

2. ***IMPROVERS.**

Experience.	MALES. Wages per Week.				Experience.	FEMALES. Wages per Week.
	Commencing Age.					
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
1st year	56 6	56 6	62 6	66 0	1st year	58 0
2nd year	75 6	75 6	80 0	107 6	2nd year	68 0
3rd year	89 0	96 6	126 6	145 6	3rd year	87 6
4th year—					4th year	109 0
1st six months	119 0	132 6	149 6	185 0	5th year and until 21 years of age	134 6
2nd six months	119 0	132 6	185 0	187 0		
5th year—						
1st six months	159 0	166 6	205 6	211 6		
2nd six months	159 0	202 0	205 6	211 6		
6th year and until 21 years of age	205 6	211 6		

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

* The Board has determined that no person shall be employed as an apprentice.

OTHER EMPLOYEES.

	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies
	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>Males.</i>		
With less than three years' experience in a solicitor's office—		
1st year's experience	10 15 0	10 12 0
2nd year's experience	11 0 0	10 17 0
3rd year's experience	11 5 0	11 2 0
All others	11 7 6	11 4 6
<i>Females.</i>		
All adults	8 10 3	8 7 0

Clauses, other than clause 2, of the said Determination as amended on the 27th February, 1951, 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. It emphasizes that proper record-keeping is essential for ensuring the integrity of the financial system and for providing a clear audit trail. This section also highlights the role of technology in streamlining record-keeping processes and reducing the risk of errors.

2. The second part of the document focuses on the need for transparency and accountability in financial reporting. It outlines the various stakeholders who have a right to access financial information and the measures that should be taken to ensure that this information is presented in a clear, concise, and timely manner. This section also discusses the importance of disclosing any potential conflicts of interest and the steps that should be taken to mitigate these risks.

3. The third part of the document addresses the issue of risk management. It identifies the various risks that are associated with financial operations and provides a framework for assessing and managing these risks. This section also discusses the importance of having a robust risk management framework in place and the role of senior management in overseeing this process.

4. The fourth part of the document discusses the importance of maintaining strong relationships with external stakeholders, such as regulators, investors, and the public. It outlines the various ways in which these relationships can be managed and provides guidance on how to ensure that all interactions are conducted in a professional and ethical manner. This section also discusses the importance of being transparent and forthcoming in all communications with these stakeholders.

5. The fifth part of the document discusses the importance of having a strong internal control system in place. It outlines the various components of an internal control system and provides guidance on how to design and implement an effective system. This section also discusses the importance of regularly reviewing and updating the internal control system to ensure that it remains relevant and effective over time.

6. The sixth part of the document discusses the importance of having a strong corporate governance framework in place. It outlines the various components of a corporate governance framework and provides guidance on how to design and implement an effective system. This section also discusses the importance of regularly reviewing and updating the corporate governance framework to ensure that it remains relevant and effective over time.

7. The seventh part of the document discusses the importance of having a strong ethical culture in place. It outlines the various ways in which an ethical culture can be fostered and provides guidance on how to ensure that all employees are held to the same high standards of ethical conduct. This section also discusses the importance of regularly reviewing and updating the ethical culture to ensure that it remains relevant and effective over time.

8. The eighth part of the document discusses the importance of having a strong compliance program in place. It outlines the various components of a compliance program and provides guidance on how to design and implement an effective system. This section also discusses the importance of regularly reviewing and updating the compliance program to ensure that it remains relevant and effective over time.

9. The ninth part of the document discusses the importance of having a strong data management strategy in place. It outlines the various components of a data management strategy and provides guidance on how to design and implement an effective system. This section also discusses the importance of regularly reviewing and updating the data management strategy to ensure that it remains relevant and effective over time.

10. The tenth part of the document discusses the importance of having a strong cybersecurity program in place. It outlines the various components of a cybersecurity program and provides guidance on how to design and implement an effective system. This section also discusses the importance of regularly reviewing and updating the cybersecurity program to ensure that it remains relevant and effective over time.