



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority

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

No. 31]

THURSDAY, FEBRUARY 19.

[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
6th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 108 of the 30th January, 1951, shall be replaced by the following clause:—

2.

(a) WAGES.

Apprentices or Improvers.					Other Employees.			
Wages.					Wages.			
Per Week of 40 Hours.					Per Week of 40 Hours.			
Percentage of Basic Wage.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
16 and under 17 years of age	50	114 6	1 0	115 6	Wet sheet machine leading hand ..	252 0	5 0	257 0
17 and under 18 years of age	58	133 0	1 2	134 2	Wet sheet machine operator ..	248 0	5 0	253 0
18 and under 19 years of age	69	158 0	1 4	159 4	Mixer operator—in sole charge of Tide mill ..	248 0	5 0	253 0
19 and under 20 years of age	85	194 6	1 7	196 1	Mixer operator—other ..	245 0	5 0	250 0
20 and under 21 years of age	100+2s.	231 0	2 1	233 1	Asbestos treatment operator ..	247 0	5 0	252 0
					Cutter-off in charge ..	252 0	5 0	257 0
					Cutter-off ..	244 6	5 0	249 6
					Plateman or stacker ..	245 0	5 0	250 0
					Corrugating machine operator ..	245 0	5 0	250 0
					Hand corrugator ..	243 6	5 0	248 6
					Wet trimmer (Power guillotine only)	245 0	5 0	250 0
					Leading hand in charge of dry trimming ..	252 0	5 0	257 0
					Dry trimmer—operating power cutting machine ..	245 0	5 0	250 0
					Accessories hand moulder—welded or grafted mouldings ..	247 0	5 0	252 0
					Accessories hand moulder—plain mouldings ..	245 0	5 0	250 0
					Operator cement bulk handling ..	247 0	5 0	252 0
					Pipe machine leading hand ..	256 0	5 0	261 0
					Mazza machine control operator ..	247 0	5 0	252 0
					Pressure pipe curing tank hand ..	244 6	5 0	249 6
					Operator pressure pipe turning and socket boring machine ..	244 6	5 0	249 6
					Operator pressure pipe turning and socket boring machine (who sets up machine) ..	249 6	5 0	254 6
					Pressure pipe socket fitter ..	244 6	5 0	249 6
					All others ..	242 0	5 0	247 0

No apprentices or improvers under the age of sixteen years to be engaged.

PROPORTION (IN ANY PLACE).

Apprentices and Improvers.

Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".

(b) An employee appointed as a leading hand or an employee temporarily in charge of three or more men shall be paid the rate herein prescribed for the class of work done, plus an allowance at the rate of 10s. per week, or the rate herein prescribed for his ordinary duties, whichever is the higher.

Clauses, other than clause 2, of the said Determination as amended on the 5th April, 1951, 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 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 data security and the need for strong cybersecurity measures to protect sensitive information.

4. The fourth part of the document discusses the importance of continuous improvement and innovation. It encourages organizations to regularly review their processes and procedures to identify areas for improvement and to embrace new technologies and practices. This section also highlights the importance of fostering a culture of innovation and learning within the organization.

5. The fifth part of the document discusses the importance of ethical conduct and corporate social responsibility. It emphasizes the need for organizations to adhere to high ethical standards and to be transparent in their operations. This section also touches upon the importance of contributing to the community and the environment through various social responsibility initiatives.

6. The sixth part of the document discusses the importance of talent management and employee development. It outlines strategies for attracting, retaining, and developing top talent. This section also highlights the importance of providing ongoing training and development opportunities to ensure that employees are equipped with the skills and knowledge needed to succeed in a rapidly changing business environment.

7. The seventh part of the document discusses the importance of financial management and budgeting. It provides guidance on how to develop a realistic budget and how to monitor and control expenses. This section also touches upon the importance of maintaining a strong financial position and the need for regular financial reviews.

8. The eighth part of the document discusses the importance of legal and regulatory compliance. It outlines the various laws and regulations that organizations must adhere to and provides guidance on how to ensure compliance. This section also highlights the importance of staying up-to-date on changes in the legal and regulatory landscape.

9. The ninth part of the document discusses the importance of crisis management and business continuity planning. It outlines the steps that organizations should take to prepare for and respond to various types of crises. This section also touches upon the importance of having a clear and concise business continuity plan in place to ensure that the organization can continue to operate in the event of a disaster.

10. The tenth part of the document discusses the importance of strategic planning and goal setting. It outlines the steps that organizations should take to develop a clear and concise strategic plan and how to set and track key performance indicators. This section also highlights the importance of having a long-term vision for the organization and the need for regular strategic reviews.