



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 528]

FRIDAY, JUNE 18.

[1954

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE  
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Henry Norman Jones, Acting 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 May, 1954.

Dated at Melbourne, this  
15th day of June, 1954.

H. N. JONES,  
Acting Secretary for Labour.

**HOSPITAL PHARMACISTS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 579 of the 31st July, 1953, shall be replaced by the following clause:—

2.

Apprentices.			Other Employees.		
WAGES PER WEEK OF 40 HOURS.			WAGES PER WEEK OF 40 HOURS.		
	Percentage of Basic Wage.	£. s. d.		£ s. d.	
1st year's experience ..	26	3 1 6	<i>Chief Pharmaceutical Chemist—</i> (i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)		
2nd " " ..	47	5 11 6	(a) Where four or more full time pharmaceutical chemists are normally employed ..	25	5 0
3rd " " ..	68	8 1 0	(b) Where two or three full time pharmaceutical chemists are normally employed ..	23	10 0
4th " " ..	88	10 8 6	(c) Where he is the only pharmaceutical chemist employed ..	22	15 0
5th " " ..	100 plus 15a.	12 12 0	<i>Senior Pharmaceutical Chemist</i> ..	21	5 0
PROPORTION.			Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist		
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			<i>Other Hospital Pharmaceutical Chemist—</i>		
Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board, be bound for a further period not exceeding one year.			1st year's experience as such ..	17	15 0
			2nd " " " " ..	18	10 0
			3rd " " " " ..	19	5 0
			Thereafter ..	20	5 0

Clauses, other than clause 2, of the said Determination shall remain in force.

By Authority: W. M. HUSTON, Government Printer, Melbourne.





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Dated at Melbourne. this  
15th day of June, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### RABBIT PROCESSING BOARD.

Clauses 2 and 22 of the Determination published in *Government Gazette* No. 53 of the 16th February, 1954, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers (Males).	Percentage of Basic Wage.		Total Wage.
	%	s. d.	s. d.
Under 16 years of age .. .. .	42		99 6
16 years of age .. .. .	57		135 0
17 years of age .. .. .	69		163 6
18 years of age .. .. .	90		213 6
19 years of age .. .. .	100	+ 29 0	266 0
20 years of age .. .. .	100	+ 35 6	272 6

#### PROPORTION.

Males.

One apprentice or improver to every four or fraction of four adult workers.

Other Employees.	Total Ordinary Wage.
	£ s. d.
Rabbit skimmers or boners .. .. .	15 16 0
Grader who grades for the export trade .. .. .	16 1 6
Females washing, processing and/or packing rabbits .. .. .	15 7 6
All others .. .. .	15 7 6

#### PIECEWORK.

22. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Skinning rabbits (heads off) .. .. .	6s. 9·6d. per 100
Skinning rabbits (heads on) .. .. .	9s. per 100
Skinning hares .. .. .	26s. 6·1d. per 100
Boning rabbit or hares (including washing weighing and taking in and out of chamber) .. .. .	2·8795d. per lb.

Clauses, other than clauses 2 and 22, of the said Determination shall remain in force.

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Factories and Shops Acts.

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I, Henry Norman Jones, Acting 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 May, 1954.

Dated at Melbourne, this  
15th day of June, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### SHOPS BOARD No. 8 (DAIRY PRODUCE AND COOKED MEAT).

Clause 2 of the Determination made on the 11th December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				Other Employees.			
Males.		Females.		Males.		Females.	
Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677).	s. d.	All other parts of Victoria where this Determination applies.	s. d.
Under 15 years of age ..	26 61 6	15 years of age or under ..	41 73 0	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	281 6	277 0	
15 years of age	35 83 0	16 years of age	49 87 0	* Travelling salesman ..	265 6	261 6	
16 years of age	48 114 0	17 years of age	60 106 6	All others .. .. .	265 6	261 6	
17 years of age	63 149 6	18 years of age	78 138 6	<b>Females.</b>			
18 years of age	79 187 0	19 years of age	86 152 6	Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—			
19 years of age	90 213 6	20 years of age	94 167 0	In charge of three or more assistants .. .. .	222 0	218 3	
20 years of age	100 + 4s. 241 0			In charge of less than three assistants .. .. .	210 9	207 3	
<b>PROPORTION (in any shop or place).</b>				<b>PROPORTION (in any shop or place).</b>			
<i>Apprentices.</i>				<i>Apprentices.</i>			
One apprentice to every three or fraction of three male workers receiving not less than the minimum wage.				One apprentice to every three or fraction of three female workers receiving not less than the minimum wage.			
<i>Improvers.</i>				<i>Improvers.</i>			
One improver to first two or fraction of two, two to three; and thereafter one improver to every additional two male workers receiving not less than the minimum wage.				One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.			
				* The hours of a Travelling salesman include time occupied in attending to horses or motor vehicles.			

NOTE.—Section 109 of the "Factories and Shops Act 1928" (No. 3677) provides that a shopkeeper shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than ten shillings per week.

Section 176 of the Factories and Shops Act 1928 (No. 3677) provides that, where the provisions of a Determination of a Wages Board apply, a true copy of such Determination shall be posted in some conspicuous place in such a position as to be easily read by the persons employed therein. Penalty not exceeding £10.

Section 174 of the Factories and Shops Act 1928 (No. 3677) provides that where any person is employed to perform two or more classes of work to which a rate fixed by a wages board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

Clauses, other than clause 2, of the said Determination shall remain in force.



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**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION  
21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Henry Norman Jones, Acting 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 May, 1954.

Dated at Melbourne, this  
15th day of June, 1954.

H. N. JONES,  
Acting Secretary for Labour.

**SPORTS GROUND MAINTENANCE BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 20 of the 28th January, 1954, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
		s. d.
15 years of age or under .. .. .	29	68 6
16 years of age .. .. .	32	76 0
17 years of age .. .. .	37	87 6
18 years of age .. .. .	51	121 0
19 years of age .. .. .	61	144 6
20 years of age .. .. .	73	173 0

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

One improver to every three or fraction of three workers receiving not less than the minimum wage.

Other Employees.	Wages per Week of 40 Hours.
	£ s. d.
<b>Racecourses—</b>	
Leading hand, i.e., a person in charge of three or more employees .. .. .	13 17 0
Groundsman or maintenance employee .. .. .	13 2 0
All others .. .. .	12 17 0
<b>Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—</b>	
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas .. .. .	14 7 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper .. .. .	13 12 0
Groundsman or maintenance employee .. .. .	12 17 0
All others .. .. .	12 14 6
<b>Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—</b>	
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance, and satisfactory condition of a playing area or areas and/or Turf Wickets .. .. .	14 7 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator .. .. .	13 12 0
Groundsman or maintenance employee .. .. .	13 2 0
All others .. .. .	12 17 0

Any employee, other than a curator or assistant curator, required to take charge of 2 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.

Clauses, other than clause 2, of the said Determination shall remain in force.





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I, Henry Norman Jones, Acting 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 May, 1954.

Dated at Melbourne, this  
10th day of June, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### FLOCK BOARD.

Clause 2, of the Determination published in *Government Gazette* No. 59 of the 16th February, 1954, shall be replaced by the following clause:—

2.

IMPROVERS.					OTHER EMPLOYEES		
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.		
Age.	Males.		Females.		—		
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	MALES.		s. d.
Under 16 years ..	30	71 0	35	62 0	Persons employed in the cotton wool bleaching department .. .. .	270	0
16 years ..	38	90 0	39	69 0	Woolen pickers .. .. .	267	0
17 years ..	51	121 0	46	81 6	Feeders of—		
18 years ..	56	132 6	55	97 6	Rag machines .. .. .	265	0
19 years ..	73	173 0	66	117 0	Other machines .. .. .	265	0
20 years ..	83	196 6	75	133 0	Rippers .. .. .	265	0
					Persons operating milling machine, hardening machine, or tentering machine .. .. .	265	0
					Persons operating other machines .. .. .	265	0
					Assistant to persons operating milling machine, hardening machine, or tentering machine .. .. .	263	0
					Assistant to persons operating other machines .. .. .	263	0
					Cotton pickers .. .. .	262	0
					All others .. .. .	261	0
					Leading hands, if in charge of four or more workers .. .. .	5s. a week extra	
					FEMALES.		
					Feeders of rag machines .. .. .	199	9
					Feeders of machines other than rag machines .. .. .	183	9
					Rippers .. .. .	179	0
					Woolen pickers .. .. .	185	6
					Cotton pickers .. .. .	179	0
					Weighers and wrappers of cotton wool .. .. .	179	0
					All others .. .. .	179	0
					Leading hands, if in charge of four or more workers .. .. .	5s. a week extra	

#### PROPORTION (IN ANY PLACE).

##### *Improvers.*

One improver to every worker receiving not less than the minimum wage.

*Note.*—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.

*NOTE.*—The Board has determined that no apprentice shall be taken in the trade.

Clauses, other than clause 2, of the said Determination shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.





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I, Henry Norman Jones, Acting 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 May, 1954.

Dated at Melbourne, this  
10th day of June, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### INDUSTRIAL GASES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 28 of the 28th January, 1954, shall be replaced by the following clause:—

#### 2. WAGES PER WEEK.

(a) Juniors.				(b) Other Employees.	
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.	Oxygen, Acetylene, Air, Nitrogen, CO <sub>2</sub> and Hydrogen.	
				s. d.	£ s. d.
Under 16 years of age ..	24	2 0	2 19 0		£ s. d.
16 years of age ..	34	3 0	4 3 6	Acetylene plant attendant .. .. .	14 4 6
17 years of age ..	46	4 0	5 13 0	Acetylene generator attendant .. .. .	13 19 6
18 years of age ..	58	5 0	7 2 6	Operator of dry-ice machine .. .. .	13 1 0
19 years of age ..	73	6 0	8 19 0	Cylinder tester and/or valve hand .. .. .	13 16 0
20 years of age ..	88	7 0	10 15 6	Cylinder filler .. .. .	13 14 0
The total wage shall be calculated to the nearest sixpence any broken part of sixpence in the result not exceeding threepence to be disregarded.				Other employees with not less than three months' experience in the industry .. .. .	13 1 0
				All others .. .. .	12 0 0

The Board has determined that no apprentice shall be taken to the trade.

#### Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

Clauses, other than clause 2, of the said Determination 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 transparency and accountability, particularly in the context of public administration and government operations. This section outlines the various methods and systems used to collect, store, and analyze data, ensuring that information is readily accessible and reliable.

2. The second part of the document focuses on the role of technology in enhancing data management and analysis. It highlights the use of advanced software tools and platforms that facilitate the integration of data from multiple sources, allowing for more comprehensive and insightful analysis. This section also discusses the challenges associated with data security and privacy, and provides strategies to mitigate these risks while ensuring the integrity and confidentiality of the information.

3. The third part of the document addresses the importance of data quality and accuracy. It discusses the various factors that can affect data quality, such as incomplete information, errors, and inconsistencies. This section provides guidelines for ensuring that data is accurate and reliable, including the use of standardized protocols and regular audits to identify and correct any issues. It also emphasizes the need for ongoing monitoring and evaluation to maintain high standards of data quality over time.

4. The fourth part of the document discusses the role of data in decision-making and policy development. It highlights how data-driven insights can inform strategic planning and the implementation of effective policies. This section also discusses the importance of data literacy and the need for individuals and organizations to have the skills and knowledge to interpret and use data effectively. It provides examples of how data has been used to inform decision-making in various sectors, including healthcare, education, and business.

5. The fifth part of the document discusses the future of data management and analysis. It highlights emerging trends and technologies, such as artificial intelligence and machine learning, that are expected to revolutionize the way data is processed and analyzed. This section also discusses the potential benefits and challenges of these technologies and provides recommendations for organizations to stay ahead of the curve and leverage these innovations effectively.

6. The sixth part of the document discusses the importance of data governance and the role of leadership in ensuring that data is managed responsibly and ethically. It highlights the need for clear policies and procedures that govern the collection, use, and sharing of data, and emphasizes the importance of transparency and accountability in all data-related activities. This section also discusses the role of leadership in fostering a culture of data-driven decision-making and ensuring that data is used to benefit the organization and its stakeholders.

7. The seventh part of the document discusses the importance of data security and the role of cybersecurity in protecting sensitive information. It highlights the various threats to data security, such as cyberattacks and data breaches, and provides strategies to mitigate these risks. This section also discusses the importance of regular security audits and the use of advanced security technologies to protect data from unauthorized access and theft.

8. The eighth part of the document discusses the importance of data privacy and the role of individuals in protecting their personal information. It highlights the various ways in which personal data is collected and used, and provides guidelines for individuals to control their data and ensure that it is used responsibly. This section also discusses the importance of data privacy laws and regulations, and the role of individuals in ensuring that their data is protected and used in accordance with these laws.

9. The ninth part of the document discusses the importance of data sharing and the role of collaboration in maximizing the value of data. It highlights the benefits of data sharing, such as improved decision-making and innovation, and provides guidelines for ensuring that data is shared responsibly and ethically. This section also discusses the importance of data sharing agreements and the role of individuals in ensuring that their data is shared in a way that respects their privacy and the privacy of others.

10. The tenth part of the document discusses the importance of data literacy and the role of education in ensuring that individuals have the skills and knowledge to use data effectively. It highlights the various ways in which data literacy can be developed, such as through formal education and training programs, and emphasizes the importance of ongoing learning and development in this field. This section also discusses the importance of data literacy in the workplace and the role of individuals in ensuring that they are equipped with the skills and knowledge to use data effectively.



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Dated at Melbourne, this  
10th day of June, 1954.

H. N. JONES,  
Acting Secretary for Labour.

### POSTERHANGERS BOARD.

Clause 2 of the Determination made on the 12th February, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Other Employees.	Wages Per Week of 40 hours.
		<i>s. d.</i>		<i>s. d.</i>
1st six months' experience	41	97 0	Posterhangers or Billposters	257 0
2nd " "	47	111 6		
3rd " "	59	140 0		
4th " "	69	163 6		
5th " "	73	173 0		
6th " "	79	187 0		
<b>PROPORTION.</b>				
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 25s. per week.				
<i>Improvers.</i>				
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 25s. per week.				

Clauses, other than clause 2, of the said Determination shall remain in force.

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Dated at Melbourne, this  
10th day of June, 1954.

H. N. JONES,  
Acting Secretary for Labour.

**ROAD PATROLMEN'S BOARD.**

Clause 2 of the Determination made on the 9th February, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clause:—

2. **WAGES PER WEEK OF 40 HOURS.**

	£ s. d.
All employees covered by this Determination .. .. .	14 9 0

Clauses, other than clause 2, of the said Determination shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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