



VICTORIA GOVERNMENT GAZETTE.

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No. 84]

MONDAY, MAY 15.

[1944

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portion of the city of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk 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 person or persons or classes of persons employed in the process, trade, or business of Cigar Making," has made the following Determination, viz.:—

1. That on the 5th April, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

Wages per Week of 44 Hours.		Number (in any place).																																																	
Making cigars or sorting and packing cigars:—		APPRENTICES.																																																	
<p style="text-align: center;">APPRENTICES.</p> <table border="1"> <thead> <tr> <th>Experience—</th> <th><i>s.</i></th> <th><i>d.</i></th> <th>*Percentage.</th> </tr> </thead> <tbody> <tr> <td>1st year—</td> <td></td> <td></td> <td></td> </tr> <tr> <td> 1st six months</td> <td>15</td> <td>10</td> <td>14</td> </tr> <tr> <td> 2nd six months</td> <td>18</td> <td>4</td> <td>16½</td> </tr> <tr> <td>2nd year</td> <td>26</td> <td>3</td> <td>23½</td> </tr> <tr> <td>3rd year</td> <td>39</td> <td>3</td> <td>34½</td> </tr> <tr> <td>4th year</td> <td>49</td> <td>9</td> <td>44</td> </tr> </tbody> </table>		Experience—	<i>s.</i>	<i>d.</i>	*Percentage.	1st year—				1st six months	15	10	14	2nd six months	18	4	16½	2nd year	26	3	23½	3rd year	39	3	34½	4th year	49	9	44	<p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.</p> <p>(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)</p>																					
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* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—
(a) *Males.*

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	18 4	16½	18 4	16½	20 11	18½	20 11	18½
Turning bunches	18 4	16½	18 4	16½	20 11	18½	20 11	18½
Stripping fillers	18 4	16½	18 4	16½	20 11	18½	23 5	20½

Employed in—	Wages per Week of 44 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.		Wages.		Wages.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	31 4	27½	33 11	30	46 7	41½	60 2	53½
Turning bunches	31 4	27½	33 11	30	46 7	41½	60 2	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 113s. per week of 44 hours ..	23 2	20½	25 8	22½	31 4	27½	39 7	35	49 5	43½	64 5	57	81 8	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	15 8	26	18 3	30½	21 0	34½	23 7	39
Stripping and booking cigar bunch wrapper leaf	34 0	56½	34 0	56½	34 0	56½	34 0	56½
Ringing cigars	15 8	26	18 3	30½	21 0	34½	23 7	39
Stripping fillers	15 8	26	18 3	30½	21 0	34½	23 7	39
Packing cigars, viz. :—								
Havanette	15 8	26	18 3	30½	21 0	34½	23 7	39
Royal Bengals	15 8	26	18 3	30½	21 0	34½	23 7	39
Bonanzas	15 8	26	18 3	30½	21 0	34½	23 7	39
Gem of East Cigarillos	15 8	26	18 3	30½	21 0	34½	23 7	39
Swiss	15 8	26	18 3	30½	21 0	34½	23 7	39
Cartons or parcels	15 8	26	18 3	30½	21 0	34½	23 7	39
Machine work, viz. :—								
Making bunches	15 8	26	18 3	30½	21 0	34½	23 7	39
Covering cigars	15 8	26	18 3	30½	21 0	34½	23 7	39
Swiss	15 8	26	18 3	30½	21 0	34½	23 7	39
Lucky Hit	15 8	26	18 3	30½	21 0	34½	23 7	39
Havanettes	15 8	26	18 3	30½	21 0	34½	23 7	39
Senoritas	15 8	26	18 3	30½	21 0	34½	23 7	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed in—	Wages per Week of 44 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
Trimming cigar boxes	s. d. 26 2	% 43½	s. d. 31 5	% 52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	44 5	73½	47 1	78	Minimum wage	Minimum wage
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	"		"		"	"
Packing cigars, viz. :—	"		"		"	"
Havanette	"		"		"	"
Royal Bengals	"		"		"	"
Bonanzas	"		"		"	"
Gem of East Cigarillos	"		"		"	"
Swiss	"		"		"	"
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Lucky Hit	"		"		"	"
Havanettes	"		"		"	"
Senoritas	"		"		"	"
	} Making throughout		}		"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed for adults does not exceed 60s. 5d. per week of 44 hours ..	19 9	32½	24 9	41	29 9	49½	33 3	55	38 1	63	43 8	72½	49 6	82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4. OTHER EMPLOYEES.

	Wages per Week of 44 Hours. £ s. d.
Strippers and bookers of cigar covering leaf (males)	5 16 6
Strippers and bookers of cigar covering leaf (females)	3 18 5
Strippers and bookers of cigar bunch wrapper leaf (females)	3 7 11
Cigar box makers (males)	5 19 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	3 3 11
Stripping fillers (males)	5 13 0
All others (males)	5 13 0
(females) 53½ per cent. of the above rate for "All Others (Males.)"	3 0 5

OVERTIME.

5. That any employee who in any week works for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.

6. The wages rate for males set out in clause 4 are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such wages rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages rates of juveniles and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of 1d. to be disregarded.

Piece-workers: The weekly earnings of adult piece-workers, who work on piece-work the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by the same amount and at the same time as the said basic wage.

The weekly earnings of adult piece-workers who work on piece-work less than the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by a proportionate part of the amount of and at the same time as the said basic wage.

The amounts by which the weekly earnings of adult piece-workers who work on piece-work the full working hours as aforesaid, shall be increased until further varied as hereinbefore provided, are as follow:—

Adult Males	..	..	..	..	..	..	..	..	..	<i>s. d.</i>
Adult Females	..	..	..	..	..	..	..	..	..	5 0
										2 8

The weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be automatically increased or decreased by the same amount and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The weekly earnings of juvenile piece-workers who work on piece-work less than the full working hours for which the rates of wages prescribed by this Determination are payable shall be automatically increased or decreased by a proportionate part of and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The amounts by which the weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be increased until varied as hereinbefore provided are as follow:—

Age.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>
14	1 1	0 10
15	1 1	1 1
16	1 4	1 3
17	1 9	1 5
18	2 2	1 9
19	2 10	1 11
20	3 8	2 2

The basic wage shall be adjusted as prescribed in clause 7.

Basic Wage.

Place.	Needs Basic Wage. (Adjustable.)	Loading. (Constant.)	Total Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies ..	£ s. d. 4 11 0	s. d. 6 0	£ s. d. 4 17 0	Melbourne

ADJUSTMENT OF NEEDS BASIC WAGE.

7. (a) For work done before the beginning of the first pay period to commence in May, 1944, the rates prescribed in clauses 2, 3, 4, and 9 shall be paid.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November, or a February, the amounts of the said rates shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

TABLE.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
994-1006	4 1 0	1118-1129	4 11 0
1007-1018	4 2 0	1130-1141	4 12 0
1019-1030	4 3 0	1142-1154	4 13 0
1031-1043	4 4 0	1155-1166	4 14 0
1044-1055	4 5 0	1167-1179	4 15 0
1056-1067	4 6 0	1180-1191	4 16 0
1068-1080	4 7 0	1192-1203	4 17 0
1081-1092	4 8 0	1204-1216	4 18 0
1093-1104	4 9 0	1217-1228	4 19 0
1105-1117	4 10 0	1229-1240	5 0 0

Any extension of this table must be of the same construction as the table.

HOLIDAYS.

8. All weekly wage employees shall be granted the following holidays without deduction of pay, viz.—Australia Day, Labour Day, Good Friday, Easter Munday, Anzac Day and Melbourne Cup Day—when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Piece-workers shall be granted the same holidays as are granted to weekly wage employees.

Adult piece-workers shall be paid for such holidays at the "All Others" rate provided for weekly wage employees.

Juvenile piece-workers shall be paid at the rates provided for such employees under the age scale in Clause 3.

Provided that an employee who is voluntarily absent on the working day immediately preceding and the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

PIECE-WORK PRICES.

9. That the lowest piece-work prices payable to any person or persons engaged in the following kinds of work shall be:—

(a)

MAKING CIGARS.

HAND WORK.

	Length of Cigars up to and including—	Per 100 Cigars.
	inches.	s. d.
Extra Magnum	5 ⁷ / ₈	12 4 ¹ / ₂
Extra Magnum	5 ⁷ / ₈	13 5 ¹ / ₂
Consuelo shape	4 ¹ / ₂	11 3 ¹ / ₂
Flor de Naves shape	4 ¹ / ₂	10 7 ¹ / ₂
Bueno shape	4 ¹ / ₂	9 8
Long Bueno	4 ¹ / ₂	10 3
Ordinary taper shape	4 ¹ / ₂	9 8
Panetelas shape, with point	5	8 11 ¹ / ₂
Panetelas shape, with flat tops	5	9 5 ¹ / ₂
Southern Cross (no point)	5 ¹ / ₂	6 2 ¹ / ₂
Meritas Bueno	4 ¹ / ₂	9 8 ¹ / ₂
Meritas Bueno	4 ¹ / ₂	10 3
Corona shape	5 ¹ / ₂	13 0 ¹ / ₂
Three-quarter Corona shape	5	11 0 ¹ / ₂
Half Corona shape	3 ¹ / ₂	8 7 ¹ / ₂
Italian shape (no binder)	6 ¹ / ₂	3 9 ¹ / ₂
Italian shape, bunch making and rolling	6 ¹ / ₂	4 8 ¹ / ₂

(b)

MAKING CIGARS.

HAND WORK—CLEAR HAVANA.

Bouquet Super Finos	4 ¹ / ₈	10 4
Castelares	4 ¹ / ₈	10 4
Bueno	4 ¹ / ₂	10 1
Full Corona	5 ¹ / ₂	13 6 ¹ / ₂
Three-quarter Corona	5	11 8
Half Corona	3 ¹ / ₂	9 1 ¹ / ₂
Petit Ducis	3 ¹ / ₂	7 10 ¹ / ₂
Maquillas	5 ¹ / ₂	13 6 ¹ / ₂
Perlas	3 ¹ / ₂	8 1 ¹ / ₂

Sixpence extra per hundred to be paid for every additional quarter of an inch or portion thereof in length of cigars.

NOTE.—For the purpose of this Determination the term "Clear Havana" shall be deemed to mean a cigar made entirely with Havana tobaccos.

(c)

MOULD WORK.

Shape.	Length of Cigars up to and including—	Dry Work.		Where 10 to 12 Moulds or over are used.	Where 5 to 9 Moulds, inclusive, are used.	Where up to 4 Moulds, inclusive, are used.
		s. d.	s. d.	s. d.	s. d.	s. d.
	inches.					
Flor-de-Naves	4 ¹ / ₂	6 2 ¹ / ₂	6 0 ¹ / ₂	7 5	7 8 ¹ / ₂	8 4
Half Corona shape	3 ¹ / ₂	7 2	7 5	7 8 ¹ / ₂	7 5	8 4
Bueno, straight	4 ¹ / ₂	5 11	6 2 ¹ / ₂	7 2	7 5	8 4
Bueno, long	4 ¹ / ₂	7 2	7 5	7 8 ¹ / ₂	8 4	10 1
Bueno, long	5 ¹ / ₂	8 11 ¹ / ₂	9 2 ¹ / ₂	9 5 ¹ / ₂	10 1	11 4
Bueno, long	6	10 1	10 4	10 7 ¹ / ₂	11 4	12 1
Monopole Rothschilds	4 ¹ / ₂	5 11	6 2 ¹ / ₂	6 11 ¹ / ₂	7 5	8 7
Castella Special Tuck	4 ¹ / ₂	7 5	7 8 ¹ / ₂	7 11 ¹ / ₂	8 7	10 1
Gloria	4 ¹ / ₂	..	..	9 5 ¹ / ₂	10 1	11 4
Sirdar	4 ¹ / ₂	..	..	7 11 ¹ / ₂	8 7	9 8 ¹ / ₂
Monopole Bouquet	4 ⁷ / ₈	..	..	7 2 ¹ / ₂	7 8 ¹ / ₂	8 7 ¹ / ₂
Casino C.W.	4 ¹ / ₂	..	..	7 11 ¹ / ₂	8 7 ¹ / ₂	9 8 ¹ / ₂
Ordinary common straight	3 ¹ / ₂	5 5	5 8	5 11	6 6 ¹ / ₂	7 1
Ordinary taper	4 ¹ / ₂	5 5 ¹ / ₂	5 8 ¹ / ₂	5 11 ¹ / ₂	6 6 ¹ / ₂	7 1
Rheingold	4 ¹ / ₂	5 7	5 10	6 1 ¹ / ₂	6 8 ¹ / ₂	7 1
Extra taper similar to Hansa	4 ¹ / ₂	5 5	5 8	5 11	6 6 ¹ / ₂	7 1
Monopole Minors	3 ¹ / ₂	5 3 ¹ / ₂	5 6 ¹ / ₂	5 9 ¹ / ₂	6 4 ¹ / ₂	7 1
A 9	4 ¹ / ₂	..	6 10	7 2	7 8 ¹ / ₂	8 4
5 DP	5 ¹ / ₂	..	..	9 9 ¹ / ₂	10 4	..
5 H	4 ¹ / ₂	..	..	6 4 ¹ / ₂	..	..
7 F and H N	4 ¹ / ₂	5 8 ¹ / ₂	6 0	6 3 ¹ / ₂	7 0	..
14 RT	4 ¹ / ₂	..	..	..	9 0 ¹ / ₂	..
15 FJ	4 ¹ / ₂	..	6 4 ¹ / ₂	6 8 ¹ / ₂	7 3 ¹ / ₂	..

(d)

MANILA WORK.

	Length of Cigars up to and including—	Per 100 Cigars.
	inches.	s. d.
Cheeroots, Cortado Fino—Where not less than four moulds are used	3 ¹ / ₂	3 6 ¹ / ₂
Cheeroots, Cortado de la Reina—Where not less than four moulds are used	4 ¹ / ₈	3 10 ¹ / ₂
Cheeroots, Cortado Delicioso—Where not less than four moulds are used	4 ¹ / ₂	4 9 ¹ / ₂

MANILA WORK—continued.

	Length of Cigars, up to and including— inches.	Prices per 100 Cigars where the number of Moulds used is—			
		2, 3, or 4.	5 or 6.	7 or 8.	More than 8.
		s. d.	s. d.	s. d.	s. d.
Perlas	3 1/8	7 2	6 6 1/2	6 2 1/2	5 11
Reina Victoria	4 1/4	8 11 1/2	8 4	7 11 1/2	7 8 1/2
Perfectos (old)	4 1/4	9 9 1/2	9 2 1/2	8 11 1/2	8 7
Perfectos (new)	4 1/8	..	7 11 1/2	..	..
High Life in the East	4 1/2	7 2	6 0 1/2	6 2 1/2	5 11
Londres	4 1/8	6 6 1/2	5 11	5 8	5 5
1A Habano	4 1/4	6 11 1/2	6 4 1/2	6 1 1/2	5 8 1/2
2A Habano	4 1/8	..	..	..	5 6
3A Habano	4 1/4	..	..	..	5 2 1/2
4A Habano	4 1/8	..	..	..	4 11 1/2
5P	4 1/4	..	5 11	..	..

Penal work 10s. 0 1/2 d. per 100 cigars.

Where not otherwise specified, threepence extra per 100 to be paid for every additional quarter of an inch or portion thereof in length of cigars up to 5 inches, and thereafter sixpence for each additional quarter of an inch.

NOTE.—The lowest piece-work price payable to any person engaged covering bunches by hand shall be two-thirds of the piece-work price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piece-work price for making the cigars (mould work).

Extras—	Per 100 Cigars.	
	s. d.	s. d.
For making any cigars covered with Brazil, Havana, or Mexican tobacco	0 6	extra
When the "bunches" are pressed and turned by the cigar maker	0 3	"
For making cigars longer than the mould by not more than one-sixteenth of an inch	0 3	"

NOTE.—For the purpose of this Determination, "Dry Work" means bunches made one day and covered the next, irrespective of the number of moulds used.
No cigar shall be made more than 1/16" shorter than the mould.

(e) SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.
Hand work	5 7 1/2	6 2	7 9 1/2	..
Monopole shape	5 4	5 10 1/2	7 3	..
Panetas, block work	5 0 1/2	5 7	7 0	..
Manila cheroots, hand or paper	5 4	5 10 1/2	..	..
Manila cheroots, small block work	4 7	5 1 1/2	..	..
Cigars, bundles with two ribbons	5 7	5 10 1/2	..	..
Matador block work	4 9	5 4	..	..
Bueno shape, covered with Mexican tobacco	4 11	5 5 1/2	6 10 1/2	..
Other Bueno shape	4 7	5 1 1/2	6 9	..
Ordinary taper shape	4 7	5 1 1/2	6 9	..
Extra taper shape, similar to Dona Sol	5 4	5 4	6 9	..
Ordinary common straight shape	3 9	4 3 1/2	6 2	..
"Queen's" tied with one ribbon	4 7	..	..	8 4 1/2
"Queen's" tied with two ribbons	4 10 1/2	..	..	..
Manila, tied in bundles of ten	4 2	4 2	..	..	..	..
Manila, flat, tied in bundles of ten	4 10 1/2	..	..	..
Manila, long, tied in bundles of ten	4 9	..	..	..
Manila, loose	4 7	5 1 1/2	6 9	..
Extra, Magnum	7 3	7 9 1/2	9 1 1/2	..
Sirdar	5 4	5 10 1/2	7 3	..
Monopole Bouquet	4 9	5 4	..	..
Casino C.W.	5 4	5 10 1/2	7 3	..
Rheingold	4 7	5 1 1/2	6 9	..
92AA	3 9	..	..	..
14RT	5 11	6 5 1/2	8 4 1/2	..
5DP	5 11	6 5 1/2	8 4 1/2	..
Full Corona hand work	6 5 1/2	7 0	8 4 1/2	..

Extras—	Per 1,000 Cigars.	
	s. d.	s. d.
For sorting and packing all cigars with rings	0 6	extra
For sorting and packing all cigars faced rights and lefts	0 6	"
For sorting and packing all cigars covered with Havana tobacco	0 6	"

(f) PACKING CIGARS (FEMALES).

	Per 1,000 Cigars.	
	s. d.	s. d.
Royal Bengal, 5 in a packet	1 3	..
Gem of the East Cigarillos, 9 in a box	1 1	..
92aa, packing in trays	0 3 1/2	..
92aa, packing in 6's, into cardboard outer of 90 cigars, wrapping in brown paper with two end labels	0 10 1/2	..
Havanettes, packing and finishing	1 5	..

(g) MACHINE WORK (FEMALES).

	Per 1,000 Bunches.	
	s. d.	s. d.
Long-filler machine	2 11 1/2	..
5AA, 7AA	2 3 1/2	..
Points 2F	2 5 1/2	..
7J, 92AA	2 3 1/2	..

MACHINE WORK (FEMALES)—continued.

										Per 100 Cigars.		
										s.	d.	
(h)	Swiss or Lucky Hit									1	0½	
	Havanettes									1	1	
										Per 1,000 Cigars.		
										s.	d.	
(i)	5AA, 7AA, 7J									2	8	
	92AA									2	8	
(j)	BOX TRIMMING (FEMALES).										Per 100 Boxes.	
										s.	d.	
	Hinging (not 5aa)									0	6½	
	Hinging and lidding 5aa									0	5½	
	Lining									1	7	
	Edging, ordinary									4	9½	
	Edging, narrow embossed paper									7	11½	
	Edging, narrow paper									7	5	
	Edging, Magnum embossed paper									6	7½	
	Edging, Varnished boxes									6	4½	
	Edging, lid									1	1	
	Inside labels, lid									1	1	
	Inside labels, flap gummed									0	4	
	Extra flap label on flap									0	4	
	Outside labels, ends									0	4	
	Outside labels, locks									0	4	
	Outside labels, extra locks									0	4	
	Outside labels, lid, brand, cut									0	9½	
	Outside labels, lid, brand									0	6	
	Full wrapping, Glascine									1	4	
	Full wrapping, Cellophane									1	4	
	Half wrapping, Cellophane									0	9½	
	Half wrapping, Glascine									0	9½	
	Brown paper wrapping packets, W/2 labels									5	10	
	Stencilling									0	6	
										Per Box.		
										s.	d.	
Samples—										0	5	
With trays										0	2	
No trays										0	2	

(k) RINGING CIGARS (FEMALES).

					100's and 50's.	25's.	10's.	4's and 6's.			
DRY WORK.					s.	d.	s.	d.	s.	d.	Slips under rings, 6d. per 1,000 extra.
Monopole Magnum	..	..	..	..	2	7½	2	7½	2	10½
Monopole Maxim	..	..	..	..	2	7½	2	7½	2	10½
Monopole Bueno	..	..	..	..	2	0½	2	0½	2	4½
Matador	..	..	..	..	2	0½	2	0½	2	4½
Gem of the East, Perfecto	..	..	..	..	2	0½	2	0½	2	4½
Gem of the East, Perlas	..	..	..	..	2	0½	2	0½	2	4½
Gem of the East, Cheroots	..	..	..	..	2	4½	2	4½	2	9
All others	..	..	..	..	2	0½	2	0½	2	4½
Fresh work in bundles	..	..	..	..	1	7	1	7	..	..

(l) STRIPPING FILLERS.

ADULT FEMALES AND ALL JUVENILE WORKERS.

Wet Weight on Strips Returned.

										Per lb.		
										s.	d.	
Brazil	0	7½
Havana (large)	0	7
Havana (small)	0	8½
Sumatra	0	6
Manila	0	4
Seed	0	3½

(m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this determination are payable shall be increased by the following amounts:—

Age.	Males.		Females.	
	s.	d.	s.	d.
Adults	5	0	2	8
14 years of age	1	1	0	10
15 "	1	1	1	1
16 "	1	4	1	3
17 "	1	9	1	5
18 "	2	2	1	9
19 "	2	10	1	11
20 "	3	8	2	2

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 11th May, 1944.

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 reporting. This section also highlights the role of internal controls in preventing errors and fraud, and the need for regular audits to verify the accuracy of the data.

2. The second part of the document focuses on the importance of communication and collaboration between different departments and stakeholders. It stresses that effective communication is key to ensuring that everyone is on the same page and that information is shared in a timely and accurate manner. This section also discusses the importance of maintaining clear lines of communication and the need for regular meetings and updates.

3. The third part of the document discusses the importance of staying up-to-date on industry trends and regulations. It emphasizes that the business environment is constantly changing, and it is essential to stay informed about the latest developments in the industry. This section also discusses the importance of staying up-to-date on relevant laws and regulations, and the need to adapt to changes in a timely and effective manner.

4. The fourth part of the document discusses the importance of maintaining a strong relationship with customers and clients. It emphasizes that customer satisfaction is a key driver of business success, and it is essential to provide high-quality products and services that meet the needs and expectations of the customer. This section also discusses the importance of maintaining clear communication with customers and the need to respond to their inquiries and concerns in a timely and effective manner.

5. The fifth part of the document discusses the importance of maintaining a strong relationship with suppliers and vendors. It emphasizes that a strong relationship with suppliers and vendors is essential for ensuring the timely and accurate delivery of goods and services. This section also discusses the importance of maintaining clear communication with suppliers and vendors, and the need to negotiate favorable terms and conditions.

6. The sixth part of the document discusses the importance of maintaining a strong relationship with the community and the public. It emphasizes that a strong relationship with the community and the public is essential for ensuring the long-term success of the business. This section also discusses the importance of maintaining clear communication with the community and the public, and the need to engage in social and environmental responsibility activities.

7. The seventh part of the document discusses the importance of maintaining a strong relationship with the government and regulatory agencies. It emphasizes that a strong relationship with the government and regulatory agencies is essential for ensuring compliance with relevant laws and regulations. This section also discusses the importance of maintaining clear communication with the government and regulatory agencies, and the need to stay up-to-date on relevant laws and regulations.

8. The eighth part of the document discusses the importance of maintaining a strong relationship with the media and public relations. It emphasizes that a strong relationship with the media and public relations is essential for ensuring that the business is properly represented in the public eye. This section also discusses the importance of maintaining clear communication with the media and public relations, and the need to respond to media inquiries and public relations issues in a timely and effective manner.

9. The ninth part of the document discusses the importance of maintaining a strong relationship with the industry and professional associations. It emphasizes that a strong relationship with the industry and professional associations is essential for ensuring that the business is properly represented in the industry. This section also discusses the importance of maintaining clear communication with the industry and professional associations, and the need to participate in industry events and activities.

10. The tenth part of the document discusses the importance of maintaining a strong relationship with the financial community and investors. It emphasizes that a strong relationship with the financial community and investors is essential for ensuring that the business is properly represented in the financial markets. This section also discusses the importance of maintaining clear communication with the financial community and investors, and the need to provide accurate and timely financial information.