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[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 November, 1954.

Dated at Melbourne, this  
23rd day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 667 of the 23rd July, 1954, shall be replaced by the following clauses :—

2.

#### APPRENTICES AND IMPROVERS.

| Wages per Week of 40 Hours.   |  |                                      |              |              | Number (in any place).   |
|---|--|--------------------------------------|--------------|--------------|--|
| Making cigars or sorting and packing cigars :—  |  |                                      |              |              | APPRENTICES.   |
| APPRENTICES.  |  |                                      |              |              | One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.     |
| Experience—   |  |                                      |              |              | One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage. |
| 1st year—   |  |                                      | <i>s. d.</i> | *Percentage. | (An amended indenture of apprenticeship prescribed was approved on 5.2.12.)  |
| 1st six months .. .. .  | ..                                       | ..                                   | 36 6 ..      | 14           |  |
| 2nd six months .. .. .  | ..                                       | ..                                   | 42 5 ..      | 16½          |  |
| 2nd year .. .. .  | ..                                       | ..                                   | 60 8 ..      | 23½          |  |
| 3rd year .. .. .  | ..                                       | ..                                   | 90 8 ..      | 34½          |  |
| 4th year .. .. .  | ..                                       | ..                                   | 114 10 ..    | 44           |  |
| or in lieu of weekly wages the work may be paid at the following piece-work prices :— |  |                                      |              |              | IMPROVERS.   |
| Making Cigars.  |  |                                      |              |              | One male improver to every twenty, or fraction of twenty male workers receiving not less than the minimum wage.    |
| 2nd year ..   | One-third of the piece-work prices       | } See also clause 14, sub-clause (m) |              |              | One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage. |
| 3rd year ..   | Two-thirds of the piece-work prices      |                                      |              |              |  |
| 4th year ..   | Three-quarters of the piece-work prices. |                                      |              |              |  |

## APPRENTICES AND IMPROVERS—continued.

| Wages per Week of 40 Hours                                     |              |             |             |            |            |              | Number (in any place). |
|--|--------------|-------------|-------------|------------|------------|--------------|------------------------|
| Sorting and Packing Cigars.                                    |              |             |             |            |            |              |                        |
|  | In Boxes of— |             |             |            |            |              |                        |
|  | 500 cigars.  | 250 cigars. | 100 cigars. | 50 cigars. | 25 cigars. | 10 cigars.   |                        |
|  | per 1,000.   | per 1,000.  | per 1,000.  | per 1,000. | per 1,000. | per 1,000.   |                        |
|  | s. d.        | s. d.       | s. d.       | s. d.      | s. d.      | s. d.        |                        |
|  | 1st year ..  | 1 1·2       | 1 1·2       | 1 1·2      | 1 4·5      | 1 7·8        | 2 2·4                  |
| 2nd year..   | 1 4·5        | 1 4·5       | 1 4·5       | 1 7·8      | 2 5·7      | 2 9          |                        |
| 3rd year ..  | 1 7·8        | 1 7·8       | 1 11·1      | 2 2·4      | 3 0·3      | 3 3·6        |                        |
| 4th year   | 2 2·4        | 2 2·4       | 2 5·7       | 2 9        | 3 6·9      | 3 10·2       |                        |
| } Plus 3 per centum.<br>See also clause 14,<br>sub-clause (m). |              |             |             |            |            |              |                        |
| IMPROVERS.   |              |             |             |            |            |              |                        |
|  |              |             |             | s. d.      |            | *Percentage. |                        |
| 18 years   | ..           | ..          | ..          | 90 8       | ..         | 34½          |                        |
| 19 years   | ..           | ..          | ..          | 126 7      | ..         | 48½          |                        |
| 20 years   | ..           | ..          | ..          | 157 3      | ..         | 60½          |                        |

\* 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 40 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. |
|                       |    | s. d.                       | %             | s. d.             | %             | s. d.                    | %             | s. d.                     | %             |
| Making cigar boxes .. | .. | 42 5                        | 16½           | 42 5              | 16½           | 48 3                     | 18½           | 48 3                      | 18½           |
| Turning bunches ..    | .. | 42 5                        | 16½           | 42 5              | 16½           | 48 3                     | 18½           | 48 3                      | 18½           |
| Stripping fillers ..  | .. | 42 5                        | 16½           | 42 5              | 16½           | 48 3                     | 18½           | 54 2                      | 20½           |
| Employed in—          |    | Wages per Week of 40 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. | Wages.                   | *Per-centage. | Wages.                    | *Per-centage. |
|                       |    | s. d.                       | %             | s. d.             | %             | s. d.                    | %             | s. d.                     | %             |
| Making cigar boxes .. | .. | 72 5                        | 27½           | 78 4              | 30            | 107 8                    | 41½           | 139 0                     | 53½           |
| Turning bunches ..    | .. | 72 5                        | 27½           | 78 4              | 30            | 107 8                    | 41½           | 139 0                     | 53½           |
| Stripping fillers ..  | .. | Piecework prices            |               | Piecework prices  |               | Piecework prices         |               | Piecework 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. |
|   | 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 does not exceed 26s. per week of 40 hours | 53 6      | 20½           | 59 5      | 22½           | 72 5      | 27½           | 91 4      | 35            | 114 2     | 43½           | 148 9     | 57            | 188 7     | 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 40 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 .. ..                           | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Stripping and booking cigar bunch wrapper leaf .. .. | 98 9                        | 56½           | 98 9              | 56½           | 98 9              | 56½           | 98 9              | 56½           |
| Ringling cigars .. ..                                | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Stripping fillers .. ..                              | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Packing cigars, viz.:—                               |                             |               |                   |               |                   |               |                   |               |
| Havanette .. ..                                      | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Royal Bengals .. ..                                  | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Bonanzas .. ..                                       | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Gem of East Cigarillos .. ..                         | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Swiss .. ..  | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Cartons or parcels .. ..                             | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Machine work, viz.:—                                 |                             |               |                   |               |                   |               |                   |               |
| Making bunches .. ..                                 | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Covering cigars .. ..                                | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Swiss .. ..  | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Lucky Hit .. ..                                      | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Havanettes .. ..                                     | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 68 5              | 39            |
| Senoritas .. ..                                      | 45 8                        | 26            | 53 1              | 30½           | 61 0              | 34½           | 65 5              | 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 40 Hours. |               |                   |               |  |  | Third Year's Experience. | Fourth Year's Experience. |
|--|-----------------------------|---------------|-------------------|---------------|--|--|--------------------------|---------------------------|
|  | 2nd Year's Experience.      |               |                   |               |  |  |                          |                           |
|  | 1st Six Months.             |               | 2nd Six Months.   |               |  |  |                          |                           |
|  | Wages.                      | *Per-centage. | Wages.            | *Per-centage. |  |  |                          |                           |
|  | <i>s. d.</i>                | %             | <i>s. d.</i>      | %             |  |  |                          |                           |
| Trimming cigar boxes .. ..                     | 75 11                       | 43½           | 91 3              | 52            |  |  | Piece-work prices        | Piece-work prices         |
| Stripping and booking cigar bunch wrapper leaf | 129 0                       | 73½           | 136 11            | 78            |  |  | Minimum wage             | Minimum wage              |
| Ringling 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 .. ..                                    | "                           |               | "                 |               |  |  | "                        | "                         |
| Cartons or parcels .. ..                       | "                           |               | "                 |               |  |  | "                        | "                         |
| Machine work, viz. :—                          |                             |               |                   |               |  |  |                          |                           |
| Making bunches .. ..                           | "                           |               | "                 |               |  |  | "                        | "                         |
| Covering cigars .. ..                          | "                           |               | "                 |               |  |  | "                        | "                         |
| Swiss .. ..                                    | "                           |               | "                 |               |  |  | "                        | "                         |
| Lucky Hit .. ..                                | "                           |               | "                 |               |  |  | "                        | "                         |
| Havanettes .. ..                               | "                           |               | "                 |               |  |  | "                        | "                         |
| Senoritas .. ..                                | "                           |               | "                 |               |  |  | "                        | "                         |

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 for adults does not exceed 175s. 6d. per week of 40 hours | 57 6         | 32½           | 71 11        | 41            | 86 5         | 49½           | 96 6         | 55            | 110 7        | 63            | 126 10       | 72½           | 143 11       | 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<br>40 Hours. |
|---|--------------------------------|
|   | £ s. d.                        |
| Strippers and bookers of cigar covering leaf (males) .. .. .  | 13 5 5                         |
| Strippers and bookers of cigar covering leaf (females) .. .. .  | 9 13 6                         |
| Strippers and bookers of cigar bunch wrapper leaf (females) .. .. .   | 9 3 0                          |
| Cigar box makers (males) .. .. .  | 13 8 6                         |
| Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females) .. .. . | 8 19 0                         |
| Stripping fillers (males) .. .. .   | 13 1 0                         |
| All others (males) .. .. .  | 13 1 0                         |
| " " (females) 75 per cent. of the Basic Wage .. .. .  | 8 15 6                         |

## STRIPPING FILLERS—continued.

(m) The weekly earnings of pieceworkers who work on piecework 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.  |
|-------------------------|-----------|-----------|
|                         | Per Week. | Per Week. |
|                         | s. d.     | s. d.     |
| Adults .. .. .          | 142 0     | 101 2     |
| 14 years of age .. .. . | 29 3      | 32 11     |
| 15 " " .. .. .          | 32 3      | 41 0      |
| 16 " " .. .. .          | 39 4      | 49 6      |
| 17 " " .. .. .          | 49 8      | 55 2      |
| 18 " " .. .. .          | 62 0      | 63 1      |
| 19 " " .. .. .          | 80 11     | 72 6      |
| 20 " " .. .. .          | 102 8     | 82 3      |