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Labour and Industry Acts.

**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 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, 1956.

Dated at Melbourne, this
31st day of May, 1956.

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

CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 322 of the 26th May, 1955, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.	Number (in any place).																																			
<p>Making cigars or sorting and packing cigars:—</p> <p style="text-align: center;">APPRENTICES.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Experience—</th> <th style="text-align: center;">s.</th> <th style="text-align: center;">d.</th> <th style="text-align: center;">*Percentage.</th> </tr> </thead> <tbody> <tr> <td>1st year—</td> <td></td> <td></td> <td></td> </tr> <tr> <td> 1st six months</td> <td style="text-align: center;">39</td> <td style="text-align: center;">7</td> <td style="text-align: center;">14</td> </tr> <tr> <td> 2nd six months</td> <td style="text-align: center;">46</td> <td style="text-align: center;">0</td> <td style="text-align: center;">16½</td> </tr> <tr> <td>2nd year</td> <td style="text-align: center;">65</td> <td style="text-align: center;">10</td> <td style="text-align: center;">23½</td> </tr> <tr> <td>3rd year</td> <td style="text-align: center;">98</td> <td style="text-align: center;">4</td> <td style="text-align: center;">34½</td> </tr> <tr> <td>4th year</td> <td style="text-align: center;">124</td> <td style="text-align: center;">6</td> <td style="text-align: center;">44</td> </tr> </tbody> </table> <p>or in lieu of weekly wages the work may be paid at the following piece-work prices:—</p> <p style="text-align: center;"><i>Making Cigars.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 15%;">2nd year ..</td> <td style="width: 45%;">One-third of the piece-work prices</td> <td rowspan="3" style="width: 40%; vertical-align: middle;">} See also clause 14, sub-clause (m)</td> </tr> <tr> <td>3rd year ..</td> <td>Two-thirds of the piece-work prices</td> </tr> <tr> <td>4th year ..</td> <td>Three-quarters of the piece-work prices.</td> </tr> </tbody> </table>	Experience—	s.	d.	*Percentage.	1st year—				1st six months	39	7	14	2nd six months	46	0	16½	2nd year	65	10	23½	3rd year	98	4	34½	4th year	124	6	44	2nd year ..	One-third of the piece-work prices	} See also clause 14, sub-clause (m)	3rd year ..	Two-thirds of the piece-work prices	4th year ..	Three-quarters of the piece-work prices.	<p style="text-align: center;">APPRENTICES.</p> <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> <p style="text-align: center;">IMPROVERS.</p> <p>One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.</p> <p>One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.</p>
Experience—	s.	d.	*Percentage.																																	
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APPRENTICES AND IMPROVERS.—*continued.*

Wages per Week of 40 Hours.							Number (in any place).
<i>Sorting and Packing Cigars.</i>							
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.	per 1,000.	} Plus 3 per centum. See also clause 14, sub-clause (m).
<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>	
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 9		
3rd year	1 7·8	1 7·8	1 11·1	2 2·4	3 3·6		
4th year	2 2·4	2 2·4	2 5·7	2 9	3 6·9	3 10·2	

IMPROVERS.				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	*Percentage.
18 years	88 4	34½
19 years	137 3	43½
20 years	170 6	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.
<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	
Making cigar boxes	46 0	16½	46 0	16½	52 4	18½	52 4	18½
Turning bunches	46 0	16½	46 0	16½	52 4	18½	52 4	18½
Stripping fillers	46 0	16½	46 0	16½	52 4	18½	58 9	20½

Employed In—	Wages per Week of 40 Hours.							
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.		Third Year's Experience.		Fourth Year's Experience.	
	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	78 6	27½	84 11	30	116 9	41½	150 8	53½
Turning bunches	78 6	27½	84 11	30	116 9	41½	150 8	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.
	<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 283s. per week of 40 hours	58 0	20½	64 5	22½	78 6	27½	99 1	35	123 10	43½	161 4	57	204 6	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	49 11	26	58 1	30½	66 9	34½	74 11	39
Stripping and booking cigar bunch wrapper leaf	108 0	56½	108 0	56½	108 0	56½	108 0	56½
Ringing cigars	49 11	26	58 1	30½	66 9	34½	74 11	39
Stripping fillers	49 11	26	58 1	30½	66 9	34½	74 11	39
Packing cigars, viz.:—								
Havanotte	49 11	26	58 1	30½	66 9	34½	74 11	39
Royal Bengals	49 11	26	58 1	30½	66 9	34½	74 11	39
Bonanzas	49 11	26	58 1	30½	66 9	34½	74 11	39
Gem of East Cigarillos	49 11	26	58 1	30½	66 9	34½	74 11	39
Swiss	49 11	26	58 1	30½	66 9	34½	74 11	39
Cartons or parcels	49 11	26	58 1	30½	66 9	34½	74 11	39
Machine work, viz.:—								
Making bunches	49 11	26	58 1	30½	66 9	34½	74 11	39
Covering cigars	49 11	26	58 1	30½	66 9	34½	74 11	39
Swiss	49 11	26	58 1	30½	66 9	34½	74 11	39
Lucky Hit	49 11	26	58 1	30½	66 9	34½	74 11	39
Havanettes	49 11	26	58 1	30½	66 9	34½	74 11	39
Senoritas	49 11	26	58 1	30½	66 9	34½	74 11	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.

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.		
<i>s. d.</i>	%	<i>s. d.</i>	%			
Trimming cigar boxes	83 0	43½	99 10	52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	141 1	73½	149 9	78	Minimum wage	Minimum wage
Ringing cigars		Piece-work prices		Piece-work prices	Piece-work prices	Piece-work prices
Stripping fillers		"		"	"	"
Packing cigars, viz.:—						
Havanotte		"		"	"	"
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 19s. 0d. per week of 40 hours	62 11	32½	78 9	41	94 7	49½	105 7	55	121 0	63	138 9	72½	157 5	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 40 Hours.
		£ s. d.
Strippers and bookers of cigar covering leaf (males)	.. .. .	14 13 0
Strippers and bookers of cigar covering leaf (females)	.. .. .	10 10 0
Strippers and bookers of cigar bunch wrapper leaf (females)	.. .. .	9 19 6
Cigar box makers (males)	.. .. .	14 10 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	.. .. .	9 15 6
Stripping fillers (males)	.. .. .	14 3 0
All others (males)	.. .. .	14 3 0
.. .. (females) 75 per cent. of the Basic Wage	.. .. .	9 12 0

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, except that for sub-clause (m) of clause 14 the following shall be substituted:—

(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	164	0	117	8
14 years of age	33	9	38	4
15 " "	37	3	47	10
16 " "	45	5	57	8
17 " "	57	5	64	3
18 " "	71	8	73	6
19 " "	93	6	84	5
20 " "	118	7	95	9