



# VICTORIA GOVERNMENT GAZETTE

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[1912.]

Factories and Shops Acts.

## DETERMINATION OF THE CIGAR TRADE BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special 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 previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 8th day of March, 1912. The Determination and amendments are printed hereunder.

### WAGES.

2. That the lowest rates of wages payable to the undermentioned persons shall be :—

Persons engaged re-tying or boxing cigars, or at any other work in connexion with sorting and packing cigars not specified herein ... .. 1s. 1½d. per hour, or £2 14s. per week of 48 hours.

Persons engaged in stripping bunch wrapper leaf by machine ... .. £1 5s. per week of 48 hours.

Persons under 21 years of age (not being apprentices or improvers) engaged in trimming cigar-boxes—

For the first three months' experience .. ..	10s. per week of 48 hours.
" second .. ..	12s. 6d. " "
" third .. ..	15s. " "
" fourth .. ..	17s. 6d. " "
" first six months of the second years' experience .. ..	20s. " "
" second six months of the second years' experience .. ..	25s. " "

And thereafter piece-work rates.

Persons engaged in ringing cigars in reverse order 6d. per hour, or £1 4s. per week of 48 hours.

Persons under 21 years of age (not being apprentices or improvers) engaged in ringing cigars—

For the first three months' experience .. ..	10s. per week of 48 hours.
" second .. ..	12s. 6d. " "
" third .. ..	15s. " "
" fourth .. ..	17s. 6d. " "

And thereafter piece-work rates.

Persons engaged in stripping and booking cigar-covering leaf .. .. .	£2 8s. per week of 48 hours.
Persons engaged in stripping and booking cigar-bunch wrapper leaf .. .. .	£2     "     "
Persons under 21 years of age (not being apprentices or improvers) engaged in stripping fillers, waiting on the room, or turning bunches .. .. .	7s. 6d. per week of 48 hours.

## APPRENTICES.

## PROPORTION.

3. That the number or proportionate number of apprentices who may be employed within any factory or work-room, or shop, or place, shall be one apprentice to every three, or fraction of three, workers engaged as aforesaid, and receiving £2 per week or over, or earning at piece-work rates not less than the minimum wage.

## WAGES.

4. That the lowest prices or rates of payment payable to apprentices in the process, trade, or business of making cigars, sorting and packing cigars, and stripping and booking cigar leaf shall be as follow :—

For the first six months' experience at the trade ..	7s. 6d. per week of 48 hours.
" second ..	10s.     "     "
" " years' experience at the trade ..	15s.     "     "
" third ..	20s.     "     "
" fourth ..	25s.     "     "

And thereafter the minimum wage or piece-work rates.

## IMPROVERS.

## PROPORTION.

5. That the number of improvers who may be employed in a factory or work-room, or shop, or place, shall be one improver to every twenty or fraction of twenty persons employed in the process, trade, or business of making cigars, sorting and packing cigars, and stripping and booking cigar leaf, and receiving not less than £2 per week or piece-work rates.

## WAGES.

6. That the lowest prices or rates of payment payable to such improvers shall be £2 per week of 48 hours.

## OVERTIME.

7. That any employé over the age of sixteen years (other than a piece-worker) who works for an time in excess of 48 hours in any one week shall be paid for such extra time 4d. per hour in addition to the wages price or rate.

## PIECE-WORK RATES.

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

## MAKING CIGARS.

(a)—

## HAND WORK.

	Per 100 Cigars.
s. d.	
Flor-de-Naves shape .. .. .	7 6
Murias (Bueno) shape .. .. .	6 6
Long Murias shape, up to 4½ inches long .. .. .	7 0
Ordinary taper shape, up to 4½ inches long .. .. .	6 6
Panetelas shape, with point .. .. .	6 0
Panetelas shape, with flat tops .. .. .	6 6

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

## MOULD WORK.

## Flor-de-Naves Shape.

	Per 100 Cigars.
s. d.	
Dry work .. .. .	4 0
Where 9 moulds or over are used .. .. .	4 3
Where 7 or 8 moulds are used .. .. .	4 6
Where 5 or 6 moulds are used .. .. .	5 0
Where 2 to 4 moulds inclusive are used .. .. .	5 6

*Murias Straight Shape.*Up to and including  $4\frac{1}{8}$  inches.

	Per 100 Cigars.
s. d.	
Dry work .. .. .	3 9
Where 9 moulds or over are used .. .. .	4 0
Where 5 to 8 moulds inclusive are used .. .. .	5 0
Where 2 to 4 moulds inclusive are used .. .. .	5 6

*Ordinary Taper Shape.*Similar to Trades Union, Darling, or Thisbe Cigars, up to and including  $4\frac{1}{8}$  inches.

Dry work .. .. .	3 3
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*Extra Taper Shape.*

Similar to Flor-da-Brazil.

Dry work, up to $4\frac{1}{8}$ inches .. .. .	3 6
Where 9 moulds or over are used .. .. .	4 0
Where 7 or 8 moulds are used .. .. .	4 6
Where 5 or 6 moulds are used .. .. .	5 0
Where 2 to 4 moulds inclusive are used .. .. .	5 6

*Monopole Rothschilds Shapes.*Up to  $4\frac{1}{8}$  inches in length.

Dry work .. .. .	3 9
Where 9 moulds or over are used .. .. .	4 0
Where 7 or 8 moulds are used .. .. .	4 3
Where 5 or 6 moulds are used .. .. .	4 6
Where 2 to 4 moulds inclusive are used .. .. .	5 0

Threepence extra to be paid for every additional quarter of an inch or portion thereof in the length of the cigars.

*Ordinary Common Straight Shape.*Up to  $4\frac{1}{8}$  inches, with point made with seed fillers or ordinary common cuttings; no Brazil, Habana, or Mexican tobacco to be used.

Dry work .. .. .	3 0
"Queens"—Dry work .. .. .	3 0
Consul Shape—Dry work .. .. .	3 9
"Bonanzas"—Dry work .. .. .	2 6

## MANILA WORK.

	Per 100 Cigars.
s. d.	
Cheroots, Cortado Fino—Where not less than 4 moulds are used .. .. .	2 9
Cheroots, Cortado de la Reina—Where not less than 4 moulds are used .. .. .	3 0
Cheroots, Cortado Delicioso, heavy weight, paper hand work .. .. .	5 0
Cheroots, Cortado Delicioso—Where not less than 4 moulds are used .. .. .	3 9
Perlas—Where not less than 5 moulds are used .. .. .	5 0
Reina Victoria—Where not less than 5 moulds are used .. .. .	6 0
Perfectos—Where not less than 5 moulds are used .. .. .	6 6
High Life in the East—Where not less than 4 moulds are used .. .. .	4 6
Londres—Where not less than 4 moulds are used .. .. .	4 0
1A Habano—Where not less than 4 moulds are used .. .. .	4 6
2A Habano—Where not less than 9 moulds are used .. .. .	3 9
3A Habano—Where not less than 9 moulds are used .. .. .	3 6
4A Habano—Where not less than 9 moulds are used .. .. .	3 3

(b) That the lowest price or rate of payment payable for clear Habana work (Murias, and Flor-de-Naves shape) shall be 5s. 6d. per hundred cigars.

(c) That 6d. extra per hundred on the piece-work rates fixed be paid for making all cigars covered with Brazil, Mexican, or Habana tobacco.

(d) That 3d. extra per hundred on the piece-work rates fixed be paid when the "bunches" are pressed and turned by the cigarmaker.

(e) That 3d. extra per hundred on the piece-work rates fixed be paid for making cigars longer than the mould.

*Note.*—For the purposes of this Determination, "Clear Habana Work" shall be deemed to mean a cigar made with Habana filler and covered with Habana wrapper. "Dry Work" means bunches made one day, and covered the next, irrespective of the number of moulds used.

## SORTING AND PACKING CIGARS.

(a) —

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	Less than 25 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 .. .. .	..	..	4 0	4 6	5 0	6 0
Panetelas, block work .. .. .	..	..	3 6	4 0	4 6	
Manila cheroots, hand or paper .. .. .	..	..	4 0	4 6	..	
Manila cheroots, small block work .. .. .	..	..	3 3	3 9	..	
Cigars, bundled with two ribbons .. .. .	..	..	..	4 6	..	
Matador, block work .. .. .	..	..	3 6	4 0	4 6	
Murias shape .. .. .	..	..	3 0	3 6	4 6	
Murias shape, covered with Borneo, Habana, or Mexican tobacco .. .. .	..	..	3 6	4 0	4 6	
Ordinary taper shape .. .. .	..	..	3 0	3 6	4 6	
Extra taper shape, similar to Dona Sol .. .. .	..	..	4 0	4 0	4 6	
Ordinary common straight shape .. .. .	..	..	2 6	3 0	3 6	
"Queens," tied with 1 ribbon .. .. .	..	..	3 0	..	..	..
"Queens," tied with 2 ribbons .. .. .	..	..	3 6	..	..	
Manila, tied in bundles of 10 .. .. .	3 0	3 0	..	..	..	
Manila, flat, tied in bundles of 10 .. .. .	..	..	3 6	..	..	
Manila, long, tied in bundles of 10 .. .. .	..	..	3 6	..	..	
Manila, loose .. .. .	..	..	3 0	..	..	

	Per 1,000 Cigars. s. d.
Matador or Rothschilds, sorted in four colours; no faces for pockets .. .. .	1 6
Havanettes, 25 in bundle, 2 ribbons .. .. .	3 6
Royal Bengal, in packets .. .. .	1 6
Bonanza .. .. .	1 3
Matador, in pockets .. .. .	1 0
Gem of the East Cigarillos, 10 in a box .. .. .	1 0
All cigars tied in bundles of 6 .. .. .	3 0

(b) That 6d. extra per 1,000 on the piece-work rates fixed be paid for sorting and packing all cigars with rings.

(c) That 6d. extra per 1,000 on the piece-work rates fixed be paid for sorting and packing all cigars faced rights and lefts.

## MACHINE WORK.

	Per 1,000 Bunches. s. d.
Long-filler machine .. .. .	2 0
Short-filler, Bonanza or Bengal .. .. .	1 6
Points, 4R .. .. .	1 9
Points, 2F .. .. .	1 9

## COVERING CIGARS.

	Per 1,000 Cigars. s. d.
Bonanza and Royal Bengal .. .. .	1 6
4R or 2F .. .. .	1 9

(b) That the lowest prices or rates of payment payable to any person or persons engaged covering machine bunches by hand shall be two-thirds of the piece-work rates for making cigars (mould work).

(c) That the lowest price or rate of payment payable to any person or persons for making Havanettes shall be 9d. per hundred cigars.

## BOX TRIMMING.

	Per 100 Boxes. s. d.
Setting out boxes .. .. .	1 6
Inside labelling and one flap .. .. .	1 3
Outside trimming and two labels .. .. .	4 0
For every extra label or flap .. .. .	0 4 extra
Stencilling .. .. .	0 6
Cut brands .. .. .	1 0
Gold brands .. .. .	0 6
Full wrapping .. .. .	1 6
Half wrapping .. .. .	0 9
Each.	
Sample boxes, with trays .. .. .	0 5
Sample boxes, without trays .. .. .	0 3

## RINGING CIGARS.

						Per 1,000 Cigars.	
						s.	d.
Dry, in boxes	..	..	..	..	..	1	6
Panetelas shape	..	..	..	..	..	1	9
Matador or Rothschild, fresh work	..	..	..	..	..	1	3

M. BALFE,  
Chairman.

Dated at Melbourne, the 1st February, 1912.

## Factories and Shops Acts.

## DETERMINATION OF THE GOLD MINERS BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the business or occupation (other than firemen, boiler attendants, or engine-drivers) of mining for gold, has made the following Determination, namely:—

(1) That this Determination shall come into force and be operative on and after the 1st day of March, 1912.

(2) The Determination is printed hereunder.

## WAGES.

(3) That the lowest rates of wages to be paid to the following persons in the following Divisions and Districts shall be:—

## QUARTZ.

	Ballaarat, Buninyong, Smythesdale, Clunes, Creswick, Gordons, and Blackwood Divisions of the Mining District of Ballaarat.				Pitfield and Berringa and the Steiglitz Divisions of the Mining District of Ballaarat; and the Mining District of Ararat.				Mining District of Bendigo.			
	Per hour.		Per week of 48 hours.		Per hour.		Per week of 48 hours.		Per hour.		Per week of 48 hours.	
	s.	d.	£	s.	s.	d.	£	s.	s.	d.	£	s.
Shaftmen—												
Machine, 1st hand ..	1	2	or	2 16 0	1	2	or	2 16 0	1	2	or	2 16 0
„ 2nd hand ..	1	1	„	2 12 0	1	1	„	2 12 0	1	1	„	2 12 0
Hand labour ..	1	1½	„	2 14 0	1	1½	„	2 14 0	1	1½	„	2 14 0
Men in winzes and *rises—												
Machine, 1st hand ..	1	1½	„	2 14 0	1	1½	„	2 14 0	1	1½	„	2 14 0
„ 2nd hand ..	1	0½	„	2 10 0	1	0½	„	2 10 0	1	0½	„	2 10 0
Hand labour ..	1	1	„	2 12 0	1	1	„	2 12 0	1	1	„	2 12 0
Men in faces, stopes, levels, levels, drives, and cross-cuts—												
Machine, 1st year ..	1	0½	„	2 10 0	1	0½	„	2 10 0	1	0½	„	2 10 0
„ thereafter ..	1	1	„	2 12 0	1	1	„	2 12 0	1	1	„	2 12 0
Hand labour, 1st year ..	0	11½	„	2 5 0	0	11½	„	2 5 0	1	0	„	2 8 0
„ thereafter ..	1	0	„	2 8 0	1	0	„	2 8 0	1	0½	„	2 10 0
Shovellers and mullockers ..	0	10½	„	2 2 0	0	10½	„	2 2 0	0	11	„	2 4 0
Truckers ..	0	10	„	2 0 0	0	10	„	2 0 0	0	11	„	2 4 0
Timber repairers ..	1	0½	„	2 10 0	1	1	„	2 12 0	1	1	„	2 12 0
Pitmen ..	1	1½	„	2 14 0	1	1½	„	2 14 0	1	1½	„	2 14 0
Platmen ..	0	10½	„	2 2 0	0	11½	„	2 5 0	1	0	„	2 8 0
Bracemen ..	0	10½	„	2 2 0	0	11½	„	2 5 0	1	0	„	2 8 0
Windlassmen ..	0	11	„	2 4 0	0	11	„	2 4 0	0	11	„	2 4 0
Blacksmiths ..	1	1½	„	2 14 0	1	1½	„	2 14 0	1	1½	„	2 14 0
Tool sharpeners ..	0	11	„	2 4 0	0	11	„	2 4 0	0	11½	„	2 6 0
Carpenters ..	1	0½	„	2 10 0	1	0½	„	2 10 0	1	1	„	2 12 0
Batterymen—Not in charge ..	1	0	„	2 8 0	1	0	„	2 8 0	1	0	„	2 8 0
Battery feeders ..	0	8	„	1 12 0	0	9	„	1 16 0	0	10	„	2 0 0
Strikers ..	0	9	„	1 16 0	0	9	„	1 16 0	0	9	„	1 16 0
Air winch drivers ..	0	11	„	2 4 0	0	11	„	2 4 0	0	11	„	2 4 0
Surface labourers ..	0	10½	„	2 2 0	0	10½	„	2 2 0	0	10½	„	2 2 0
Watchmen ..	0	7½	„	1 10 0	0	7½	„	1 10 0	0	7½	„	1 10 0
Shift bosses ..	1	2	„	2 16 0	1	3	„	3 0 0	1	2	„	2 16 0
Blanket boys ..	0	5	„	1 0 0	0	5	„	1 0 0	0	5	„	1 0 0

NOTE.—(1) Shaftmen working in wet shafts shall be paid at the rate of time and a quarter.

\* (2) "Rise" not to include the first 8 feet driven upwards for the purpose of opening up on a stope.

## QUARTZ—continued.

	Daylesford and St. Andrew's Divisions of the Mining District of Castlemaine.				Mining District of Maryborough; and the Castlemaine, Fryer's Creek, Taradale, and Tarrengower Divisions of the Mining District of Castlemaine; and the Beechworth, Indigo, Yackandandah, Bright, Wandiligong, Buckland, and Alexandra Divisions of the Mining District of Beechworth.				Mining District of Gippsland; and the Dry Creek, Gaffney's Creek, Wood's Point, Big River, Jamieson, Mitta Mitta, Bothanga, Harrierville, and Corryong Divisions of the Mining District of Beechworth.			
	Per hour.		Per week of 48 hours.		Per hour.		Per week of 48 hours.		Per hour.		Per week of 48 hours.	
	s.	d.	£ s. d.		s.	d.	£ s. d.		s.	d.	£ s. d.	
Shaftmen—												
Machine, 1st hand ..	1	3	or	3 0 0	1	2	or	2 16 0	1	4½	or	3 6 0
„ 2nd hand ..	1	1½	„	2 14 0	1	1	„	2 12 0	1	3	„	3 0 0
Hand labour ..	1	3	„	3 0 0	1	1½	„	2 14 0	1	3½	„	3 2 0
Men in winzes and *rises—												
Machine, 1st hand ..	1	1½	„	2 14 0	1	1½	„	2 14 0	1	3	„	3 0 0
„ 2nd hand ..	1	0½	„	2 10 0	1	0½	„	2 10 0	1	1½	„	2 14 0
Hand labour ..	1	1	„	2 12 0	1	1	„	2 12 0	1	1½	„	2 14 0
Men in faces, stopes, levels, drives, and cross-cuts—												
Machine, 1st year ..	1	0½	„	2 10 0	1	0½	„	2 10 0	1	1½	„	2 14 0
„ thereafter ..	1	1	„	2 12 0	1	1	„	2 12 0	1	2½	„	2 17 0
Hand labour, 1st year ..	1	0	„	2 8 0	1	0	„	2 8 0	1	0½	„	2 10 0
„ thereafter ..	1	0½	„	2 10 0	1	0½	„	2 10 0	1	1	„	2 12 0
Shovellers and mullockers ..	0	11	„	2 4 0	0	11	„	2 4 0	1	0	„	2 8 0
Truckers ..	0	10	„	2 0 0	0	10½	„	2 2 0	0	11½	„	2 5 0
Timber repairers ..	1	1	„	2 12 0	1	0½	„	2 10 0	1	1½	„	2 14 0
Pitmen ..	1	1½	„	2 14 0	1	1	„	2 12 0	1	3	„	3 0 0
Platmen ..	0	10½	„	2 2 0	0	11½	„	2 5 0	1	0½	„	2 10 0
Bracemen ..	0	10½	„	2 2 0	0	11½	„	2 5 0	1	0½	„	2 10 0
Windlassmen ..	0	11	„	2 4 0	0	11	„	2 4 0	1	0½	„	2 10 0
Blacksmiths ..	1	1½	„	2 14 0	1	1½	„	2 14 0	1	4	„	3 4 0
Tool sharpeners ..	0	11½	„	2 6 0	0	11½	„	2 6 0	1	1½	„	2 15 0
Carpenters ..	1	1	„	2 12 0	1	3	„	3 0 0	1	3	„	3 0 0
Batterymen—Not in charge ..	1	0	„	2 8 0	1	0	„	2 8 0	1	1½	„	2 14 0
Battery feeders ..	0	9	„	1 16 0	0	9	„	1 16 0	0	10	„	2 0 0
Strikers ..	0	9	„	1 16 0	0	9	„	1 16 0	0	11½	„	2 5 0
Air winch drivers ..	1	0½	„	2 10 0	1	0	„	2 8 0	1	1½	„	2 14 0
Surface labourers ..	0	10½	„	2 2 0	0	10½	„	2 2 0	1	0½	„	2 10 0
Watchmen ..	0	7½	„	1 10 0	0	7½	„	1 10 0	0	10	„	2 0 0
Shift bosses ..	1	3	„	3 0 0	1	3	„	3 0 0	1	4½	„	3 6 0
Blanket boys ..	0	5	„	1 0 0	0	5	„	1 0 0	0	5	„	1 0 0

NOTE.—(1) Shaftmen working in wet shafts shall be paid at the rate of time and a quarter.

\*(2) "Rise" not to include the first 8 feet driven upwards for the purpose of opening up on a stope.

## ALLUVIAL.

## All Districts.

	Per hour.		Per week of 48 hours.	
	s.	d.	£ s. d.	
Shaftmen ..	1	3	or	3 0 0
Men in rises ..	1	2½	„	2 17 0
Facemen—Wet ground ..	1	1½	„	2 15 0
„ Dry ground ..	1	0½	„	2 9 0
Truckers—Top levels ..	0	10½	„	2 2 0
„ Bottom levels ..	0	10	„	2 0 0
Platmen ..	0	11	„	2 4 0
Pitmen ..	1	2	„	2 16 0
Timber repairers ..	1	1	„	2 12 0
Bracemen ..	0	11	„	2 4 0
Elevator men ..	0	10½	„	2 2 0

NOTE.—Shaftmen in wet shafts shall be paid at the rate of time and a quarter. Any of the above-named (except shaftmen and facemen), working in wet ground, shall be paid 5 per cent. additional to the rates above set out.

## ALLUVIAL—continued.

## All Districts—continued.

					Per hour.		Per week of 48 hours.
					s. d.		£ s. d.
Carpenters	..	..	..	..	1 1	or	2 12 0
Timber dressers	..	..	..	..	1 0½	..	2 10 0
Timber dressers' assistants	..	..	..	..	0 11½	..	2 5 0
Blacksmiths	..	..	..	..	1 2	..	2 16 0
2nd Blacksmiths	..	..	..	..	1 0½	..	2 10 0
Strikers	..	..	..	..	0 9	..	1 16 0
Shift bosses	..	..	..	..	1 3	..	3 0 0
Sluicemen-in-charge	..	..	..	..	1 2	..	2 16 0
Puddlers	..	..	..	..	0 11½	..	2 5 0
Sluice feeders	..	..	..	..	0 10½	..	2 2 0
Slum men and slum dam makers	..	..	..	..	0 11½	..	2 5 0
Motor and horse drivers	..	..	..	..	0 10½	..	2 2 0
Plat boys and couplers	..	..	..	..	0 7½	..	1 10 0
Brace boys	..	..	..	..	0 7½	..	1 10 0

NOTE.—Any of the above-named, working in wet ground, shall be paid 5 per cent. additional to the rates above set out.

## DREDGING AND SLUICING.

## All Districts.

					Per hour.		Per week of 48 hours.
					s. d.		£ s. d.
Shift bosses	..	..	..	..	1 1½	or	2 14 0
Blacksmiths	..	..	..	..	1 3	..	3 0 0
2nd Blacksmiths	..	..	..	..	1 0	..	2 8 0
Nozzlemen	..	..	..	..	1 1	..	2 12 0
General workers	..	..	..	..	1 0	..	2 8 0
Strikers	..	..	..	..	0 9	..	1 16 0
Box boys and nippers	..	..	..	..	0 7½	..	1 10 0

## CYANIDE.

## All Districts.

					Per hour.		Per week of 48 hours.
					s. d.		£ s. d.
Overseers in charge of one plant	..	..	..	..	1 1½	or	2 14 0
Drivers, over 18 years of age, in charge of one horse and dray, and assisting in filling and emptying vats	..	..	..	..	0 10	..	2 0 0
Men discing with two horses	..	..	..	..	0 10½	..	2 2 0
Drivers, under 18 years of age, in charge of one horse and dray, and assisting in filling and emptying vats	..	..	..	..	0 6	..	1 4 0
Boys, under 18 years of age, receiving and spreading in vats	..	..	..	..	0 7½	..	1 10 0

## PYRITES.

## All Districts.

					Per hour.		Per week of 48 hours.
					s. d.		£ s. d.
Furnacemen	..	..	..	..	1 0½	or	2 10 0
General workers	..	..	..	..	1 0	..	2 8 0
Rouseabouts	..	..	..	..	0 10½	..	2 2 0
Lads, over 16 and under 18 years of age..	..	..	..	..	0 7½	..	1 10 0

## APPRENTICES.

## PROPORTION.

(4) That the number or proportionate number of apprentices who may be employed shall be one apprentice to every three or fraction of three workers receiving the minimum wage.

## WAGES.

That the lowest prices or rates payable to apprentices provided for in this Determination shall be—

For the 1st year's experience	..	..	..	..	30s. per week of 48 hours.
" 2nd	..	..	..	..	35s. " "
" 3rd	..	..	..	..	40s. " "

## IMPROVERS.

## PROPORTION.

(5) That the number or proportionate number of improvers who may be employed shall be one improver to every three or fraction of three workers.

## WAGES.

That the lowest prices or rates payable to improvers shall be—

1st year's experience .. .. .	27s. per week of 48 hours.
2nd .. .. .	33s. " "
3rd .. .. .	39s. " "
4th .. .. .	48s. " "

## OVERTIME.

(6) That any employé who works in any week for any time in excess of 48 hours as fixed by this Determination shall be paid for such extra time at the wages rate of time and a quarter.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

(7) That the special price or rate of payment payable to any employé for all work done on—

(a) Sundays, shall be at the rate of time and a half;

(b) On the undermentioned public holidays (that is to say):—\*New Year's Day, Easter Monday, \*Christmas Day, \*Boxing Day, shall be at the rate of time and a quarter.

\* Or such other day as may be observed as a Public Holiday in lieu thereof.

W. W. HARRIS,

Chairman.

Dated at Melbourne, this 24th day of January, 1912.