



VICTORIA GOVERNMENT GAZETTE

Published by Authority.

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

No. 73.]

FRIDAY, MARCH 24.

[1916.

Private Advertisement.

BROKEN HILL WATER SUPPLY LTD. (IN LIQUIDATION).

NOTICE is hereby given that, at an Extraordinary General Meeting of the Company, held at 31 Queen-street, Melbourne, on the 7th day of March, 1916, the following resolution was passed by the requisite majority. And notice is hereby also given that, at a further extraordinary general meeting of the company, held on the 22nd day of March, 1916, the same resolution was duly submitted and confirmed as a special resolution.

Resolution above referred to:—"That the company be wound up voluntarily under the provisions of the Companies Act 1915."

Dated at 31 Queen-street, Melbourne, this 22nd day of March, 1916.

THOMAS ROLLASON, Liquidator.

Mining Notices.

WARRENMANG GOLD MINING COMPANY NO LIABILITY.

ALL shares herein forfeited for non-payment of the 8th (March) and previous calls of Threepence per share will be positively sold by public auction, in the Vestibule, Stock Exchange, Collins-street, Melbourne, Saturday, 1st April, 1916, at Twelve o'clock noon, unless previously redeemed.

J. R. MAY, Manager.

317 Collins-street, Melbourne.

THE SEA GOLD MINING AMALGAMATED COMPANY NO LIABILITY.

JAS. ANDREW & CO. will sell by auction, at Beehive Exchange, Bendigo, at half-past Four o'clock p.m. on Tuesday, 4th April, 1916, all shares in this company (included in Nos. from 1 to 40,000) on which the 80th call of Threepence per share is then unpaid.

J. H. McCOLL

(McColl, Rankin, and Stanistreet), Manager.

SPRING GULLY GOLD MINING COMPANY NO LIABILITY.

JAS. ANDREW & CO. will sell by auction, at Beehive Exchange, Bendigo, at half-past Four o'clock p.m. on Tuesday, 4th April, 1916, all shares in this company (included in Nos. from 1 to 24,000) on which the 44th call of Threepence per share is then unpaid.

J. J. STANISTREET

(McColl, Rankin, and Stanistreet), Manager.

No. 73.—MARCH 24, 1916.—3870.

SHEEPSHEAD MINING COMPANY NO LIABILITY.

JAS. ANDREW & CO. will sell by auction, at Beehive Exchange, Bendigo, at half-past Four o'clock p.m. on Tuesday, 4th April, 1916, all shares in this company (included in Nos. from 1 to 40,000) on which the 32nd call of Threepence per share is then unpaid.

R. A. RANKIN

(McColl, Rankin, and Stanistreet), Manager.

STANDARD GLENGONNA GOLD MINING COMPANY NO LIABILITY.

ALL shares forfeited for non-payment of 29th call of Twopence per share will be sold by public auction, at Stock Exchange, Collins-street, Melbourne, on Saturday, 1st April, 1916, at a quarter to Twelve a.m., unless previously redeemed.

W. A. BUTLER, Manager.

THE COHEN'S LONG TUNNEL UNITED GOLD MINING COMPANY NO LIABILITY.

ALL shares forfeited for non-payment of the 7th call of Threepence per share will be sold by public auction on Saturday, 1st April, 1916, at half-past Eleven a.m., at the Stock Exchange, Collins-street, Melbourne.

A. S. CARROLL, Manager.

RIVERINA SOUTH GOLD MINING COMPANY NO LIABILITY.

NOTICE is hereby given that all shares upon which the 2nd call of One shilling per share remains unpaid will be sold by public auction, in the Vestibule of the Stock Exchange, Melbourne, on Saturday, the 1st day of April, 1916, at half-past Eleven a.m.

By order of the Board,

NORMAN PICOT, Manager.

Edward Dyason Pty. Ltd., Equitable Bdg., Melbourne.

SPEAKMAN'S GOLD MINES NO LIABILITY, WEST AUSTRALIA.

ALL shares forfeited for the non-payment of the 8th call of One penny per share will be sold by public auction on Saturday, 1st April, 1916, at half-past Eleven o'clock a.m., at Stock Exchange, Melbourne, unless previously redeemed.

ALEX. GORDON, Manager.

31 Queen-street, Melbourne.

THE MARY MAC GOLD MINING COMPANY NO LIABILITY.

NOTICE is hereby given that all shares on which the 21st call of Threepence per share and previous calls remain unpaid will be sold by public auction, at the Stock Exchange Hall, Collins-street, Melbourne, on Monday, 3rd April, 1916, at half-past Twelve o'clock p.m., unless previously redeemed.

WM. JACKSON, Manager.

47 Queen-street, Melbourne.

**SOUTHERN COCKS PIONEER GOLD & TIN
MINES NO LIABILITY.**

NOTICE is hereby given that all shares in the above company forfeited for non-payment of the 2nd call of Five shillings per share will be sold by public auction, in the Stock Exchange Hall, Collins-street, Melbourne, on Thursday, 6th April, 1916, unless previously redeemed.

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A. O. LEWIS, Manager.

**MOUNT LARCOM GOLD MINING COMPANY
NO LIABILITY.**

NOTICE is hereby given that all shares forfeited for non-payment of the 9th (January) call of Sixpence per share will be sold by public auction, at the Stock Exchange Hall, Collins-street, Melbourne, on Saturday, 1st April, 1916, at half-past Eleven o'clock a.m., unless previously redeemed.

F. L. SMYTH
(W. Grant Meudell and Smyth), Manager.
413 Collins-street, Melbourne.

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**TYRCONNELL EXTENDED GOLD MINING
COMPANY NO LIABILITY.**

NOTICE is hereby given that all shares forfeited for non-payment of the 10th (March) and previous calls of Threepence per share will be sold by public auction, at the Stock Exchange Hall, Collins-street, Melbourne, on Saturday, 1st April, 1916, at half-past Eleven o'clock a.m., unless previously redeemed.

F. L. SMYTH
(W. Grant Meudell and Smyth), Manager.
413 Collins-street, Melbourne.

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**PUZZLE FLAT GOLD MINING COMPANY
NO LIABILITY.**

ALL shares on which the 22nd call of One penny per share (due 8th March, 1916) or any previous calls remain unpaid are forfeited, and, if not redeemed, will be sold by public auction, at the Stock Exchange, 382 Collins-street, Melbourne, on Tuesday, 4th April, 1916, at half-past Twelve p.m.

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NORMAN G. McLEOD, Manager.

**POWLETT NORTH WOOLAMAI COLLIERIES
COMPANY NO LIABILITY.**

ALL shares on which the 44th call of Sixpence per share (due 8th March, 1916) or any previous calls remain unpaid are forfeited, and, if not redeemed, will be sold by public auction, at the Stock Exchange, 382 Collins-street, Melbourne, on Tuesday, 4th April, 1916, at half-past Twelve p.m.

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NORMAN G. McLEOD, Manager.

MOUNT JASPER COPPER MINES NO LIABILITY.

ALL shares upon which the 38th call of Two shillings and sixpence per share remains unpaid will be absolutely sold by public auction, on Saturday, 1st April, 1916, at half-past Eleven a.m., at Stock Exchange, Melbourne.

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P. J. O'CONNOR, Manager.
317 Collins-street, Melbourne.

**LITTLE NUGGETTY GOLD MINING COMPANY
NO LIABILITY.**

ALL shares forfeited for the non-payment of the 24th call of Twopence per share (due 8th March, 1916) and previous calls, will be sold by public auction, in the Stock Exchange Vestibule, Collins-street, Melbourne, on Tuesday, 4th April, 1916, at half-past Eleven a.m., unless previously redeemed.

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BERNARD BRADLEY, Manager.

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VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 74.]

TUESDAY, MARCH 28.

[1916.

Factories and Shops Act 1915.

DETERMINATION OF THE POTTERY TRADE BOARD.

IN accordance with the provisions of the *Factories and Shops Act 1915*, 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 pottery-making, including the making of tiles and of drain and glazed pipes, and the clay digging in connexion therewith, has made the following Determination, namely:—

(1) That the previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 10th day of April, 1916.

The Determination and amendments are printed hereunder.

(2) The lowest rates of wages to be paid to the following shall be:—

MALES.

GLAZED PIPES AND SALT-GLAZED WARE.

Head burner	...	...	...	...	75s. 6d. per week of 60 hours.
Assistant burner	...	...	...	...	70s. " "
All other burners	...	...	...	...	54s. " 48 hours.
Mould makers	...	...	...	...	68s. " "
Flanger	...	...	...	...	67s. " "
Pressers, setters, or man in charge of plunge	...	...	...	...	58s. 3d. " "
Junction sticker	...	...	...	...	56s. 3d. " "
Head drawer	...	...	...	...	55s. " "
All others	...	...	...	...	54s. " "

DUST TILE MAKING.

Head burner	...	...	...	...	73s. 6d per week of 60 hours.
Assistant burner	...	...	...	...	68s. 3d. " "
All other burners	...	...	...	...	50s. 6d. " 48 hours
Mould makers	...	...	...	...	66s. " "
Head placer inside a kiln	...	...	...	...	53s. 6d. " "
Leading hand in clay-making department	...	...	...	...	52s. 6d. " "
Man boring or using explosives	...	...	...	...	52s. 6d. " "
Man dipping tiles and in charge of dipping room	...	...	...	...	52s. 6d. " "
Man hand-pressing dust tiles with 6-in. press	...	...	...	...	55s. 6d. " "
Man hand-pressing dust tiles with 4½-in. press	...	...	...	...	53s. 6d. " "
Man pressing dust tiles with power press	...	...	...	...	52s. 6d. " "
Man operating seggar press	...	...	...	...	51s. 6d. " "
Packers, sorters, and gaugers, without previous experience in a tile-making works—					
1st year	...	...	...	...	44s. " "
2nd "	...	...	...	...	47s. 3d. " "
All others	...	...	...	...	50s. 6d. " "

GENERAL POTTERY.

Head burner	...	...	...	73s. 6d. per week of 60 hours.
Assistant burner	...	...	...	68s. 3d. " "
All other burners	...	...	...	52s. 6d. " 48 hours
Mouldmakers	...	...	...	66s. " "
Sanitary ware presser	...	...	...	58s. 9d. " "
Tea-pot hand pressers	...	...	...	56s. 9d. " "
Tea-pot jiggerers	...	...	...	55s. 9d. " "
Other jiggerers	...	...	...	54s. 9d. " "
Hollow ware presser, turner, or head dipper	...	...	...	56s. 9d. " "
Other dippers	...	...	...	52s. 6d. " "
Stoneware thrower—				
4th year's experience	...	...	...	52s. 6d. " "
5th " "	...	...	...	57s. 9d. " "
and thereafter	...	...	...	63s. " "
Head placer inside a kiln	...	...	...	56s. 9d. " "
Other placers	...	...	...	53s. 6d. " "
Handler	...	...	...	53s. 6d. " "
Head packer	...	...	...	57s. 9d. " "
Other packers—				
1st year's experience	...	...	...	47s. 3d. " "
2nd " "	...	...	...	50s. 6d. " "
All others	...	...	...	52s. 6d. " "

PLASTIC TILE AND TERRA-COTTA MAKING.

Head burner	...	...	...	75s. 6d. per week of 60 hours.
Assistant burner	...	...	...	70s. " "
All other burners	...	...	...	54s. " 48 hours.
Mould makers	...	...	...	68s. " "
Flower pot, or flower pot saucer throwers	...	...	...	62s. " "
Facemen	...	...	...	58s. 3d. " "
Pressers	...	...	...	58s. 3d. " "
Vent makers or setters	...	...	...	56s. 9d. " "
Man in charge of plunge	...	...	...	56s. 3d. " "
Clayhole men	...	...	...	55s. " "
All others	...	...	...	54s. " "

FEMALES.

Females 26s. 3d. per week of 48 hours.

APPRENTICES AND IMPROVERS.

"Apprentice" means any person under twenty-one years of age bound by indentures of apprenticeship, or any person over twenty-one years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2650, Section 3.)

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over twenty-one years of age, or who being over twenty-one years of age holds a licence from the Minister to be paid as an improver. (Act 2650, Section 3.)

(3) That—

- (a) the lowest rates which may be paid to an apprentice or an improver; and
- (b) the proportionate number of apprentices and improvers who may be employed in any factory or place

shall be as shown in the following table:—

Experience.	Wages per week of 48 hours.		Number.
	Males.	Females.	
	Apprentices.	Apprentices or Improvers.	
1st year	9s.	11s.	<p>APPRENTICES.</p> <p>One male apprentice to every two, or fraction of two, male workers receiving not less than 50s. 6d. per week of 48 hours.</p> <p>One female apprentice to every two, or fraction of two, female workers receiving not less than 26s. 3d. per week of 48 hours.</p>
2nd "	11s.	14s.	
3rd "	16s.	19s.	
4th "	21s.	23s. 6d.	
5th "	32s.	...	
Age.	Improvers.		
Under 15 years	11s.		<p>IMPROVERS.</p> <p>Three male improvers to every four, or fraction of four, male workers receiving not less than 50s. 6d. per week of 48 hours.</p> <p>Three female improvers to every female worker receiving not less than 26s. 3d. per week of 48 hours.</p>
15 "	13s.		
16 "	17s.		
17 "	21s.		
18 "	29s.		
19 "	34s. 6d.		
20 "	40s.		

OVERTIME.

(4) That any employee who in any week works for any time in excess of the maximum number of hours fixed by this Determination shall be paid for such extra time at the rate of time and a quarter.

SUNDAYS AND PUBLIC HOLIDAYS.

(5) That time and a half shall be the special rate of payment payable to any persons *other than* (a) burners; or, (b) persons employed for less than two hours on each day in protecting, turning, or dressing, for all work done on—

Sunday,
New Year's Day,
The 26th of January (Foundation Day),
Good Friday,
Easter Monday,
The 21st April (Eight Hours Day),
Christmas Day,
Boxing Day;

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

PIECE-WORK.

(6) That the lowest piece-work prices to be paid for moulding or pressing any article mentioned hereunder shall be as follow:—

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary Traps, 6 inches	...	...	...	1s. 1½d. per trap
Boundary Traps, 4 inches	...	...	...	8½d. "
Gully Traps (flanged)	...	...	...	7d. each
Disconnectors	...	...	...	7d. "
Basins	...	...	...	7d. "
Junctions	...	...	...	9s. 9d. per 100

GENERAL POTTERY.

CANE BAKERS (HAND PRESSED).

7 inches	...	...	...	6½d. per dozen.
8 "	...	...	...	8½d. "
9 "	...	...	...	10½d. "
10 "	...	...	...	1s. 0½d. "
11 "	...	...	...	1s. 2½d. "
12 "	...	...	...	1s. 4½d. "

or 11½d. per dozen all round.

CHAMBERS.

(Hand Pressed.)

12's	...	...	...	1s. 10d. per dozen.
9's	...	...	...	2s. 4½d. "
6's	...	...	...	2s. 7½d. "

3¼d. per dozen extra to be allowed for embossed chambers.

(Jiggered.)

	Jiggering per doz.	Turning per doz.	Handling per doz.
12's	7½d.	5½d.	5½d.
9's	8½d.	6¾d.	6¾d.
6's	9½d.	7¾d.	7¾d.

3¼d. per dozen extra to be allowed for embossed chambers.

BED SLIPPERS (HAND PRESSED).

Bed Slippers	6s. 3½d. per dozen.
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COTTAGE PANS AND TRAPS.

Pans	10½d. each
Traps	10½d. "

EWERS (HAND PRESSED).

9's	4s. 0½d. per dozen.
6's	...	...	...	4s. 3½d. "

JUGS (HAND PRESSED).

30's	...	...	...	1s. 5½d. per dozen.
24's	...	...	...	1s. 9½d. "
12's	...	...	...	2s. 1½d. "

LIP BOWLS (HAND PRESSED).

No. 1 (11 inches or under)	...	...	...	1s. 7½d. per dozen.
No. 2 (12 inches)	...	...	...	1s. 10d. "
No. 3 (13 inches)	...	...	...	2s. 1½d. "
No. 4 (14 inches or over)	...	...	...	2s. 4½d. "

OVAL COVER DISHES, WITH RAISED FOOT (HAND PRESSED).

7 and 8 inches	...	...	...	...	4s. 3 ³ / ₄ d. per dozen.
9 and 10 inches	...	...	...	...	4s. 10d. "

PEDESTAL PANS.

Class 3	...	...	...	...	3s. 8d. each.
Class 5	...	...	...	...	4s. 2 ¹ / ₂ d. "

SPITTOONS (HAND PRESSED).

Large	...	...	...	...	1s. 5 ³ / ₄ d. per dozen.
Small	...	...	...	...	1s. 3d. "

TEAPOTS.

42's (approximate capacity 1 pint)	...	...	...	...	1s. 4 ¹ / ₂ d. per dozen.
39's (" " 1 ¹ / ₂ pints)	...	...	...	...	1s. 4 ¹ / ₂ d. "
36's (" " 2 " )	...	...	...	...	1s. 9 ¹ / ₂ d. "
30's (" " 3 " )	...	...	...	...	1s. 9 ¹ / ₂ d. "
24's (" " 4 " )	...	...	...	...	1s. 9 ¹ / ₂ d. "
18's (" " 5 " )	...	...	...	...	2s. 1 ¹ / ₂ d. "
12's (" " 6 " )	...	...	...	...	2s. 1 ¹ / ₂ d. "

WASHING OR TOILET BOWLS (HAND PRESSED).

Plain	2s. 1 ¹ / ₂ d. per dozen.
Embossed	2s. 4 ¹ / ₂ d. "

BARRELS.

Barrels	3 ¹ / ₂ d. per gallon.
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BOTTLES.

Acid bottles (3 gallon)	7s. 4 ¹ / ₂ d. per dozen.
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BUNG JARS AND DEMIJOHNS.

1 gallon	1s. 6d. per dozen
2 "	2s. 7d. "
3 "	4s. 9d. "
5 "	10s. 6d. "

4¹/₂d. per dozen extra for handle bottles.

FILTER SHELLS.

Dripstone	...	...	...	...	3 ¹ / ₄ d. per gallon.
Candles (making and shaving)...	...	...	...	...	5 ³ / ₄ d. "

FOOT WARMERS (HAND PRESSED).

Plain	...	...	...	...	4s. 3 ³ / ₄ d. per dozen.
" with screw top	...	...	...	...	5s. 4 ³ / ₄ d. "
Embossed, with screw top	...	...	...	...	6s. 5 ¹ / ₂ d. "

GINGER-BEER BOTTLES.

1 gallon (screwed)	1s. 9 ¹ / ₂ d. per dozen.
Others	3s. 8d. per gross.

JARS.

Squat jars	2s. 1 ¹ / ₂ d. per dozen gallons.
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PANS.

Bread	3s. 1 ³ / ₄ d. per dozen gallons.
Cream	3s. 1 ³ / ₄ d. "

TERRA COTTA.

FLOWER POTS—THROWING AND FINISHING.

3 inches	...	...	...	...	1s. 7 ¹ / ₂ d. per gross.
4 "	...	...	...	...	2s. 2d. "
5 "	...	...	...	...	3s. 3d. "
6 "	...	...	...	...	4s. 4 ¹ / ₂ d. "
7 "	...	...	...	...	5s. 4 ¹ / ₂ d. "
8 "	...	...	...	...	8s. 8d. "
9 "	...	...	...	...	10s. 9 ¹ / ₂ d. "
10 "	...	...	...	...	13s. 6d. "
12 "	...	...	...	...	26s. 5d. "
13 "	...	...	...	...	39s. 4 ¹ / ₂ d. "
14 "	...	...	...	...	51s. 10d. "
15 "	...	...	...	...	64s. 9 ¹ / ₂ d. "
18 "	...	...	...	...	129s. 6d. "

FLOWER-POT SAUCERS—THROWING AND FINISHING.

4 inches	...	...	...	...	...	1s. 7d.	per gross.
5 "	...	...	...	...	...	2s. 2d.	"
6 "	...	...	...	...	...	3s. 3d.	"
7 "	...	...	...	...	...	4s. 4d.	"
8 "	...	...	...	...	...	6s. 6d.	"
9 "	...	...	...	...	...	8s. 8d.	"
10 "	...	...	...	...	...	10s. 3d.	"
12 "	...	...	...	...	...	13s. 6d.	"
13 "	...	...	...	...	...	20s.	"
14 "	...	...	...	...	...	26s.	"
15 "	...	...	...	...	...	32s. 4d.	"

RIDGING.

Ridging made by hand from wood or plaster moulds ... 1s. 9½d. per dozen.

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(7) The Board determines under the provisions of section 144 of the *Factories and Shops Act 1915* that any employer may fix and pay piece-work prices to any person employed in the *general pottery, tile, and terra-cotta sections of the trade at work for which piece-work prices have not been specified above*, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

F. H. BOLTON, J.P.,
Chairman.

Melbourne, 15th March, 1916.

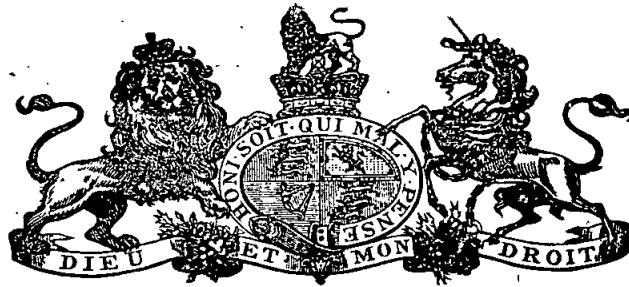
1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations. The text notes that without proper record-keeping, it becomes difficult to track expenses, revenues, and other financial data, which can lead to errors and discrepancies.

2. The second part of the document focuses on the role of the management team in overseeing the implementation of these policies. It states that management should ensure that all staff members are aware of the procedures and are following them correctly. Regular audits and reviews are recommended to identify any areas where the policies are not being followed and to take corrective action as needed.

3. The third part of the document discusses the importance of communication and collaboration between different departments. It highlights that effective communication is essential for ensuring that all team members are working towards the same goals and objectives. The text suggests that regular meetings and open lines of communication can help to foster a collaborative work environment where everyone feels valued and heard.

4. The fourth part of the document addresses the issue of data security and privacy. It stresses that all data collected and stored by the organization must be protected from unauthorized access and theft. This includes implementing strong security measures such as firewalls, encryption, and access controls. Additionally, it is important to ensure that all data is handled in accordance with applicable laws and regulations regarding data protection.

5. The fifth and final part of the document discusses the importance of continuous improvement and innovation. It encourages the organization to regularly evaluate its processes and procedures to identify areas for improvement and to implement new ideas and technologies that can enhance efficiency and productivity. The text concludes by stating that a commitment to ongoing learning and growth is essential for long-term success in a competitive market.



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GOVERNMENT GAZETTE.

Published by Authority.

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

No. 75.]

TUESDAY, MARCH 28.

[1916.

Factories and Shops Act 1915.

DETERMINATION OF THE CIGAR TRADE BOARD.

IN accordance with the provisions of the *Factories and Shops Act 1915*, 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 1st April, 1916. The Determination and amendments are printed hereunder.

WAGES.

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

	Per week of 48 hours.
	£ s. d.
Strippers and bookers of cigar covering leaf	2 17 6
Strippers and bookers of cigar bunch-wrapper leaf—	
(a) By hand	2 10 0
(b) By machine	1 5 0
Cigar box makers	2 16 0
Persons ringing cigars in reverse order	1 4 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein	2 14 0

APPRENTICES AND IMPROVERS.

DEFINITION (ACT 2650, SECTION 3).

“Apprentice” means any person under 21 years of age bound by indentures of apprenticeship, or any person over 21 years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship.

“Improver” means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over 21 years of age, or who, being over 21 years of age, holds a licence from the Minister to be paid as an improver.

3. That the wages and number of apprentices or improvers who may be employed within any place shall be:—

Experience.	Wages per Week of 48 Hours.		Number.
	Apprentices.	Improvers.	
1st year—	<i>s. d.</i>	<i>s. d.</i>	One male apprentice to every three or fraction of three male workers receiving not less than 50s. per week of 48 hours. One female apprentice to every three or fraction of three female workers receiving not less than 25s. per week of 48 hours. One improver to every twenty or fraction of twenty persons receiving not less than 50s. per week of 48 hours.
1st six months ..	7 6	40 0	
2nd six months ..	10 0	40 0	
2nd year ..	15 0	40 0	
3rd year ..	20 0	40 0	
4th year ..	25 0	40 0	

JUVENILE WORKERS.

4. Persons under 21 years of age (other than apprentices or improvers)—

Employed in—	Wages per Week of 48 Hours.							
	1st Year's Experience.				2nd Year's Experience.		Third Year's Experience.	Fourth Year's Experience.
	First Three Months.	Second Three Months.	Third Three Months.	Fourth Three Months.	First Six Months.	Second Six Months.		
Trimming cigar boxes ..	<i>s. d.</i> 10 0	<i>s. d.</i> 12 6	<i>s. d.</i> 15 0	<i>s. d.</i> 17 6	<i>s. d.</i> 20 0	<i>s. d.</i> 25 0	<i>s. d.</i> Piece-work prices	<i>s. d.</i> Piece-work prices
Stripping and booking cigar bunch wrapper leaf ..	30 0	30 0	30 0	30 0	40 0	40 0	Minimum wage	Minimum wage
Making cigar boxes ..	15 0	15 0	15 0	15 0	25 0	25 0	35 0	45 0
Ringing cigars ..	10 0	12 6	15 0	17 6	Piece-work prices	Piece-work prices	Piece-work prices	Piece-work prices
Stripping fillers, waiting on the room, or turning bunches	7 6	7 6	7 6	7 6	7 6	7 6	..	..

OVERTIME.

5. That any employé who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a third.

PIECE-WORK PRICES.

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

MAKING CIGARS.

(a)—

HAND WORK.

	Per 100 Cigars.
Flor-de-Naves shape ..	<i>s. d.</i> 7 6
Murias (Bueno) shape ..	6 6
Long Murias shape, up to 4 $\frac{1}{8}$ inches long ..	7 0
Ordinary taper shape, up to 4 $\frac{1}{2}$ 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.
Dry work ..	<i>s. d.</i> 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

PIECE-WORK PRICES—*continued.**Murias Straight Shape.*Up to and including $4\frac{1}{2}$ 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 $4\frac{1}{2}$ inches.

	Per 100 Cigars.
	s. d.
Dry work	3 3

Extra Taper Shape.

Similar to Flor-da-Brazil.

	Per 100 Cigars.
	s. d.
Dry work, up to $4\frac{1}{2}$ 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 $4\frac{1}{2}$ inches in length.

	Per 100 Cigars.
	s. d.
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 $4\frac{1}{2}$ inches, with point made with seed fillers or ordinary common cuttings; no Brazil, Habana, or Mexican tobacco to be used.

	Per 100 Cigars.
	s. d.
Dry work	3 0
"Queens"—Dry work	3 0
Consul Shape—Dry work	3 9
"Bonanzas"—Dry work	2 6
"Tweenies," up to and including $3\frac{1}{2}$ inches long (not exceeding in weight 7lb. per 1,000 cigars)—Dry work	2 0

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 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 prices fixed be paid for making all cigars covered with Brazil, Mexican, or Habana tobacco.

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

(e) That 3d. extra per hundred on the piece-work prices 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.

PIECE-WORK PRICES—continued.
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
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	6 0
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 3
Bonanza	1 0
Matador, in pockets	0 9
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 prices fixed be paid for sorting and packing all cigars with rings.

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

(a)—

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

(c) That the lowest price 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.	s. d.
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 23rd February, 1916.