



VICTORIA GOVERNMENT GAZETTE.

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No. 100]

THURSDAY, MAY 20.

[1943

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 as from the beginning of the first pay period to commence in May, 1943, the adjusted Determination which came into force as from the beginning of the first pay period to commence in February, 1943, 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.

Experience—

1st year—

1st six months

2nd six months

2nd year

3rd year

4th year

s. d.

*Percentage.

16 0 ..

14

18 6 ..

16½

26 6 ..

23½

39 7 ..

34½

50 2 ..

44

or in lieu of weekly wages the work may be paid at the following piece-work prices:—

Making Cigars.

2nd year ..

One-third of the piece-work prices.

3rd year ..

Two-thirds of the piece-work prices.

4th year ..

Three-quarters of the piece-work prices.

See also

clause (9)

sub-clause (m)

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 0 1 0 1 0 1 3 1 6 2 0

2nd year .. 1 3 1 3 1 3 1 6 2 3 2 6

3rd year .. 1 6 1 6 1 9 2 0 2 9 3 0

4th year .. 2 0 2 0 2 3 2 6 3 3 3 6

See also clause (9) sub-clause (m).

IMPROVERS.

s. d.

*Percentage.

18 years

39 7 ..

34½

19 years

55 3 ..

48½

20 years

68 8 ..

60½

APPRENTICES.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.

One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)

IMPROVERS.

One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.

One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.

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

No. 100.—4453/43.

(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 6	18½	18 6	18½	21 1	18½	21 1	18½
Turning bunches	18 6	18½	18 6	18½	21 1	18½	21 1	18½
Stripping fillers	18 6	16½	18 6	16½	21 1	18½	23 8	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.	*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 8	27½	34 2	30	47 0	41½	60 8	53½
Turning bunches	31 8	27½	34 2	30	47 0	41½	60 8	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 114s. per week of 44 hours ..	23 4	20½	25 11	22½	31 8	27½	39 11	35	49 10	43½	65 0	57	82 4	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 10	26	18 5	30½	21 2	34½	23 9	39
Stripping and booking cigar bunch wrapper leaf	34 4	56½	34 4	56½	34 4	56½	34 4	56½
Ringing cigars	15 10	26	18 5	30½	21 2	34½	23 9	39
Stripping fillers	15 10	26	18 5	30½	21 2	34½	23 9	39
Packing cigars, viz.:—								
Havanette	15 10	26	18 5	30½	21 2	34½	23 9	39
Royal Bengals	15 10	26	18 5	30½	21 2	34½	23 9	39
Bonanzas	15 10	26	18 5	30½	21 2	34½	23 9	39
Gem of East Cigarillos	15 10	26	18 5	30½	21 2	34½	23 9	39
Swiss	15 10	26	18 5	30½	21 2	34½	23 9	39
Cartons or parcels	15 10	26	18 5	30½	21 2	34½	23 9	39
Machine work, viz.:—								
Making bunches	15 10	26	18 5	30½	21 2	34½	23 9	39
Covering cigars	15 10	26	18 5	30½	21 2	34½	23 9	39
Swiss	15 10	26	18 5	30½	21 2	34½	23 9	39
Lucky Hit	15 10	26	18 5	30½	21 2	34½	23 9	39
Havanettes	15 10	26	18 5	30½	21 2	34½	23 9	39
Senoritas	15 10	26	18 5	30½	21 2	34½	23 9	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.						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	26 5	43½	31 9	52	Piece-work prices	Piece-work prices		
Stripping and booking cigar bunch wrapper leaf	44 10	73½	47 7	78	Minimum wage	Minimum wage		
Ringin' 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 6ls. per week of 44 hours ..	20 0	32½	25 0	41	30 1	49½	33 7	55	38 5	63	44 1.	72½	50 0	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.
	<i>£ s. d.</i>
Strippers and bookers of cigar covering leaf (males)	5 17 6
Strippers and bookers of cigar covering leaf (females)	3 19 0
Strippers and bookers of cigar bunch wrapper leaf (females)	3 8 6
Cigar box makers (males)	6 0 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	3 4 6
Stripping fillers (males)	5 14 0
All others (males)	5 14 0
„ (females) 53½ per cent. of the above rate for "All Others (Males.)"	3 1 0

(5) OVERTIME.—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.

(6) PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.—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.

(9) **PIECE-WORK PRICES.**—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 $\frac{1}{2}$	12 4 $\frac{1}{2}$
Extra Magnum	5 $\frac{1}{2}$	13 5 $\frac{1}{2}$
Consuelo shape	4 $\frac{1}{2}$	11 3 $\frac{1}{2}$
Flor de Naves shape	4 $\frac{1}{2}$	10 7 $\frac{1}{2}$
Bueno shape	4 $\frac{1}{2}$	9 8
Long Bueno	4 $\frac{1}{2}$	10 3
Ordinary taper shape	4 $\frac{1}{2}$	9 8
Panetelas shape, with point	5	8 11 $\frac{1}{2}$
Panetelas shape, with flat tops	5	9 5 $\frac{1}{2}$
Southern Cross (no point)	5 $\frac{1}{2}$	6 2 $\frac{1}{2}$
Meritas Bueno	4 $\frac{1}{2}$	9 8 $\frac{1}{2}$
Meritas Bueno	4 $\frac{1}{2}$	10 3
Corona shape	5 $\frac{1}{2}$	13 0 $\frac{1}{2}$
Three-quarter Corona shape	5	11 0 $\frac{1}{2}$
Half Corona shape	3 $\frac{1}{2}$	8 7 $\frac{1}{2}$
Italian shape (no binder)	6 $\frac{1}{2}$	3 9 $\frac{1}{2}$
Italian shape, bunch making and rolling	6 $\frac{1}{2}$	4 8 $\frac{1}{2}$

(b)

MAKING CIGARS.**HAND WORK—CLEAR HAVANA.**

Bouquet Super Finos	4 $\frac{1}{2}$	10 4
Castelares	4 $\frac{1}{2}$	10 4
Bueno	4 $\frac{1}{2}$	10 1
Full Corona	5 $\frac{1}{2}$	13 6 $\frac{1}{2}$
Three-quarter Corona	5	11 8
Half Corona	3 $\frac{1}{2}$	9 1 $\frac{1}{2}$
Petit Duces	3 $\frac{1}{2}$	7 10 $\frac{1}{2}$
Maquillas	5 $\frac{1}{2}$	13 6 $\frac{1}{2}$
Perlas	3 $\frac{1}{2}$	8 1 $\frac{1}{2}$

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.
	inches.	s. d.	s. d.	s. d.	s. d.
Flor-de-Naves	4 $\frac{1}{2}$	6 2 $\frac{1}{2}$	6 6 $\frac{1}{2}$	7 5	7 8 $\frac{1}{2}$
Half Corona shape	3 $\frac{1}{2}$	7 2	7 5	7 8 $\frac{1}{2}$	8 4
Bueno, straight	4 $\frac{1}{2}$	5 11	6 2 $\frac{1}{2}$	7 2	7 5
Bueno, long	4 $\frac{1}{2}$	7 2	7 5	7 8 $\frac{1}{2}$	8 4
Bueno, long	5 $\frac{1}{2}$	8 11 $\frac{1}{2}$	9 2 $\frac{1}{2}$	9 5 $\frac{1}{2}$	10 1
Bueno, long	6	10 1	10 4	10 7 $\frac{1}{2}$	11 4
Monopole Rothschilds	4 $\frac{1}{2}$	5 11	6 2 $\frac{1}{2}$	6 11 $\frac{1}{2}$	7 5
Castella Special Tuck	4 $\frac{1}{2}$	7 5	7 8 $\frac{1}{2}$	7 11 $\frac{1}{2}$	8 7
Gloria	4 $\frac{1}{2}$	..	..	9 5 $\frac{1}{2}$	10 1
Sirdar	4 $\frac{1}{2}$	..	..	7 11 $\frac{1}{2}$	8 7
Monopole Bouquet	4 $\frac{1}{2}$	..	..	7 2 $\frac{1}{2}$	7 8 $\frac{1}{2}$
Casino C.W.	4 $\frac{1}{2}$	..	..	7 11 $\frac{1}{2}$	8 7 $\frac{1}{2}$
Ordinary common straight	3 $\frac{1}{2}$	5 5	5 8	5 11	6 0 $\frac{1}{2}$
Ordinary taper	4 $\frac{1}{2}$	5 5 $\frac{1}{2}$	5 8 $\frac{1}{2}$	5 11 $\frac{1}{2}$	6 6 $\frac{1}{2}$
Rheingold	4 $\frac{1}{2}$	5 7	5 10	6 1 $\frac{1}{2}$	6 8 $\frac{1}{2}$
Extra taper similar to Hansa	4 $\frac{1}{2}$	5 5	5 8	5 11	6 6 $\frac{1}{2}$
Monopole Minors	3 $\frac{1}{2}$	5 3 $\frac{1}{2}$	5 6 $\frac{1}{2}$	5 9 $\frac{1}{2}$	6 4 $\frac{1}{2}$
A 9	4 $\frac{1}{2}$	..	6 10	7 2	7 8 $\frac{1}{2}$
5 DP	5 $\frac{1}{2}$	..	..	9 9 $\frac{1}{2}$	10 4
5 H	4 $\frac{1}{2}$	..	..	6 4 $\frac{1}{2}$	..
7 F and 11 N	4 $\frac{1}{2}$	5 8 $\frac{1}{2}$	6 0	6 3 $\frac{1}{2}$	7 0
14 RT	4 $\frac{1}{2}$	..	..	..	9 9 $\frac{1}{2}$
15 FJ	4 $\frac{1}{2}$	..	6 4 $\frac{1}{2}$	6 8 $\frac{1}{2}$	7 3 $\frac{1}{2}$

(d)

MANILA WORK.

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

MANILA WORK—continued.

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

Penaal work 10s. 0 $\frac{1}{2}$ 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.
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 $\frac{1}{16}$ " 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.	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.
Hand work	5 7 $\frac{1}{2}$	6 2	7 9 $\frac{1}{2}$	..
Monopole shape	5 4	5 10 $\frac{1}{2}$	7 3	..
Panetelas, block work	5 0 $\frac{1}{2}$	5 7	7 0	..
Manila cheroots, hand or paper	5 4	5 10 $\frac{1}{2}$	..	..
Manila cheroots, small block work	4 7	5 1 $\frac{1}{2}$	..	..
Cigars, bundles with two ribbons	5 7	5 10 $\frac{1}{2}$	..	..
Matador block work	4 9	5 4	..	..
Bueno shape, covered with Mexican tobacco	4 11	5 5 $\frac{1}{2}$	6 10 $\frac{1}{2}$	..
Other Bueno shape	4 7	5 1 $\frac{1}{2}$	6 9	..
Ordinary taper shape	4 7	5 1 $\frac{1}{2}$	6 9	..
Extra taper shape, similar to Dona Sol	5 4	5 4	6 9	..
Ordinary common straight shape	3 9	4 3 $\frac{1}{2}$	6 2	..
"Queen's" tied with one ribbon	4 7	..	..	8 4 $\frac{1}{2}$
"Queen's" tied with two ribbons	4 10 $\frac{1}{2}$	..	..	..
Manila, tied in bundles of ten	4 2	4 2	..	..	..	..
Manila, flat, tied in bundles of ten	4 10 $\frac{1}{2}$	..	..	..
Manila, long, tied in bundles of ten	4 9	..	..	..
Manila, loose	4 7	5 1 $\frac{1}{2}$	6 9	..
Extra, Magnum	7 3	7 9 $\frac{1}{2}$	9 1 $\frac{1}{2}$	..
Sirdar	5 4	5 10 $\frac{1}{2}$	7 3	..
Monopole Bouquet	4 9	5 4	..	..
Casino C.W.	5 4	5 10 $\frac{1}{2}$	7 3	..
Rheingold	4 7	5 1 $\frac{1}{2}$	6 9	..
92AA	3 9	..	..	..
14RT	5 11	6 5 $\frac{1}{2}$	8 4 $\frac{1}{2}$	..
5DP	5 11	6 5 $\frac{1}{2}$	8 4 $\frac{1}{2}$	..
Full Corona hand work	6 5 $\frac{1}{2}$	7 0	8 4 $\frac{1}{2}$	..

Extras—

	Per 1,000 Cigars.
	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.
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 $\frac{1}{2}$
92aa, packing in 6's, into cardboard outer of 90 cigars, wrapping in brown paper with two end labels	0 10 $\frac{1}{2}$
Havanettes, packing and finishing	1 5

(g)

MACHINE WORK (FEMALES).

	Per 1,000 Bunches.
	s. d.
Long-filler machine	2 11 $\frac{1}{2}$
5AA, 7AA	2 1 $\frac{1}{2}$
Points 2F	2 5 $\frac{1}{2}$
7J, 92AA	2 3 $\frac{1}{2}$

MACHINE WORK (FEMALES)—continued.

										Per 100 Cigars.	
										s.	d.
(h)	<i>Making throughout.</i>										
	Swiss or Lucky Hit	..	..	..	..	..	..	..	..	1	6½
	Havanettes	..	..	..	..	..	..	..	..	1	1
(i)	<i>Covering Cigars.</i>									Per 1,000 Cigars.	
	5AA, 7AA, 7J	..	..	..	..	..	..	..	..	2	8
	92AA	..	..	..	..	..	..	..	..	2	8
(j)	<i>BOX TRIMMING (FEMALES).</i>									Per 100 Boxes.	
	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
	<i>Samples—</i>									Per Box.	
	With trays	..	..	..	..	..	..	..	..	0	5
	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.	s. d.	
Monopole Magnum	2 7½	2 7½	2 7½	2 10½	Slips under rings, 6d. per 1,000 extra
Monopole Maxim	..	..	..	..	2 7½	2 7½	2 7½	2 10½
Monopole Bueno	..	..	..	..	2 0½	2 0½	2 0½	2 4½
Matador	..	..	..	..	2 0½	2 0½	2 0½	2 4½
Gem of the East, Perfecto	..	..	..	..	2 0½	2 0½	2 0½	2 4½
Gem of the East, Perlas	..	..	..	..	2 0½	2 0½	2 0½	2 4½
Gem of the East, Cheroote	..	..	..	..	2 4½	2 4½	2 4½	2 9
All others	..	..	..	..	2 0½	2 0½	2 0½	2 4½
Fresh work in bundles	1 7	1 7	

(l)

STRIPPING FILERS.
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	6	0 per week	3	3 per week
14 years of age	1	3 " "	1	1 " "
15 " "	1	4 " "	1	4 " "
16 " "	1	8 " "	1	7 " "
17 " "	2	1 " "	1	9 " "
18 " "	2	7 " "	2	1 " "
19 " "	3	5 " "	2	4 " "
20 " "	4	4 " "	2	8 " "

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

J. V. WILLOX, Secretary.

Melbourne, 17th May, 1943.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MAY 20.

[1943

Factories and Shops Acts.

DETERMINATION OF THE EXCAVATION OR ROADWORK BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 16th day of October, 1939, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of the Sewer Builders Board) employed—

- (1) at excavation or earth work in connexion with—
 - (a) the building of wharfs, piers, jetties, or docks;
 - (b) the formation of street channels or drains;
 - (c) the diversion of streams or rivers;
- (2) at the construction or maintenance of streets, footpaths, or roads, and any work incidental thereto;
- (3) at concrete work in connexion with or incidental to—
 - (a) the construction of street channels or drains;
 - (b) the diversion of streams or rivers;
- (4) at the construction of storm-water drains (other than main storm-water drains) and any work incidental thereto;
- (5) at asphaltting or tar-paving (except where such work is subject to the jurisdiction of the Builders Labourers Board);
- (6) in connexion with a gravel pit at labouring work, excavating, handling, or removing gravel for trade or sale or excavating, handling or removing gravel for the construction or maintenance of roads, but not including persons subject to the jurisdiction of the Carters and Drivers Board, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1943, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS.

Wages.	Proportion (by any Employer).
<p style="text-align: right;">Per hour.</p> <p style="text-align: right;"><i>s. d.</i></p> <p>Under 18 years of age 1 6</p> <p>18 years of age and under 20 1 10</p> <p>20 years of age and under 21 2 0</p>	<p style="text-align: center;">IMPROVERS.</p> <p>One improver to every twenty-five or fraction of twenty-five workers receiving not less than the rate fixed in this Determination for "All others."</p>

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934* that the trade is so unskilful that no person should be taken as an apprentice to the trade.

OTHER EMPLOYEES.

		WAGES.
		Per Hour.
		s. d.
Man operating power rammer		2 10
Pitcher setter, cube setter, or pavior		
Weigher and/or mixer on hot asphaltic mixing plant		
Rigger		2 10
Splicer of Wire Rope or Hemp Rope		
Bitumen pourer or kettle attendant		
Tunnel man or shaft sinker		
Timber man in tunnel or shaft		
Pipe joiner, or pipe layer		
Powder monkey		
Sinker in trenches for storm-water drain		
Finisher in concrete work		
Leading tackle hand		
Skid scoop (tumbling Tommy), filler, and/or driver		2 9
Guard:—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work		
Attendant on steam or power-driven navy or crane:—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute		
Jack hammer man		
Mixer, gauger, spreading or layer on of concrete		
Tar, bitumen or emulsion sprayer operator		
Faceman in gravel pit		
Tramline layer or repairer:—i.e., an employee engaged in laying or maintaining a tram track or locomotive track		
Bitumen or asphaltic worker:—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion		
Batterman using batter rule		
Boodler in tunnel		2 8
Fencer		
Sanitary or garbage attendant		
Scabier in tunnel		
Metal or gravel spreader		
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter		
Filler of monkey-tail scoop		
Setter out of reinforcements		
Points man on tram or locomotive line		
Tipman:—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level		
Cold asphaltic shoveller or forker		2 8
Ploughman's offsider		
Tipper of monkey-tail scoop		2 8
Slurry filler		
All others		2 7

3. HOURS.—The hours of work shall be 44 for each week.

4. SHIFTS.—(a) That the hour of beginning and the hour of ending each shift shall be as follows:—

				Time of Beginning.	Time of Ending.
				Where one shift is worked—	
Monday to Friday	..	..	(Day shift)	{	8 a.m. 12 noon
Saturday	..	..	..		1 p.m. 6 p.m.
			..		8 a.m. 12 noon
				Where two or three shifts are worked—	
Monday to Saturday	..	..	(Day shift)	{	7 a.m. 3 p.m.
			(Afternoon shift)		3 p.m. 11 p.m.
			(Night shift)		11 p.m. 7 a.m.

Any of the above times may be varied or the total weekly hours may be worked from Monday to Friday on the vote of a majority of the employees.

(b) Employees working Afternoon or Night Shift shall be paid 2s. per shift extra. Provided that where the shifts are not changed weekly, employees working Afternoon or Night Shift shall be paid 3s. 6d. per shift extra instead of 2s.

(c) Where practicable, shifts shall be changed in rotation each week.

5. FARES.—The employer shall for each day or portion of a day worked pay to the employee a sum of 10d. per day in respect of fares incurred in proceeding to and returning from work performed within the metropolitan district as defined in the Factories and Shops Acts and the Order in Council thereunder.

Provided, however, this allowance shall not be payable where transport facilities are provided by the employer in transporting employees from such employer's usual place of business or principal depot to the place of work.

6. OVERTIME.—All work done in excess of the ordinary daily hours of work shall be paid for at one and a half times the ordinary prescribed rate for the first four hours and at double the ordinary prescribed rate for the time thereafter worked.

Provided that horse drivers shall be entitled to payment at ordinary rates only for time spent in taking charge of teams at the yard, camp, or stable, or in taking teams therefrom or returning teams thereto.

7. MIXED FUNCTIONS.—(a) Where an employee is required to do, and does, on any one day for a time exceeding two hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

(b) In all other cases where an employee does more than one class of work he shall be paid for each class proportionately to the time he works thereat.

8. **SPECIAL RATES.**—(a) If an employee is required to work on a holiday or on a Sunday, he shall be paid for such work double the ordinary prescribed rate.

(b) If an employee desires to work on a holiday, and with the consent of the employer does so, he shall be paid therefor at the ordinary rate.

(c) "Holiday" shall mean any of the following days:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day. If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

9. **WET PAY.**—An employee who is required to work in a wet place and who is not provided by the employer with gum boots or oilskins, or both, which will prevent him from getting wet, shall be paid one shilling extra for each day on which he performs any work in such wet place.

A place shall be deemed to be wet when water other than rain is dropping continually from overhead so as to saturate the clothing of the employee if unprotected, or when the water in the place where the employee is standing is over 2 inches deep.

10. **EMPLOYEE RECALLED TO WORK.**—Any employee who is recalled to work after the expiration of his customary working time for the day, and after he has left work for the day, shall be paid at the least as for working two hours at overtime rates.

11. **EMPLOYEE NOT REQUIRED ON NEXT SHIFT.**—Any employee who is not informed before he leaves the job at the end of his shift that he is not required to work at his next shift, and who is not put to work at the next shift, although he attends, shall be paid in full wages for half that shift not worked, except when such unemployment is due to circumstances beyond the control of the employer. This clause shall apply only where more than one shift is being worked.

12. **PAYMENT OF WAGES.**—Employees shall be paid their wages in working hours, and if not so paid shall be entitled to be paid at the "all others" rate for the time they have to wait for payment, provided that, if because of circumstances beyond the reasonable control of the employer, he cannot so pay the wages, he shall only be bound to pay them at the earliest time reasonable in the circumstances.

13. **TIME RECORD.**—(a) The employer shall keep a record of the names of the employees of such employer and in respect of each such employee a record from week to week of the periods, times and class of work done and the rates of wage and amounts of wage paid, and shall obtain from week to week the signature of such employee to such record.

(b) The Secretary or Branch Secretary of the Australian Workers' Union or of the Municipal and Shire Council Employees Union or an official of either such Union authorized in writing to that effect by the Secretary or Branch Secretary shall be allowed on any day coming two days after a pay day between 10 a.m. and noon, or at such other time as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information.

14. **CRIB TIME.**—Where two or more shifts are worked, twenty minutes shall be allowed during each shift for "crib time," without deduction from wages.

15. **MAXIMUM OVERTIME PERIOD BETWEEN MEALS.**—When overtime is worked by an employee, or any work is performed by an employee on a Sunday, not more than four hours shall be worked without a break for a meal.

16. **REST PERIOD AFTER OVERTIME DUTY.**—When an employee has been on duty so long as not to have had eight hours at least for rest before his next proper or usual starting time, he shall be entitled to be absent until he has had eight hours off duty.

17. **WATER FOR ROCK DRILLING BY MACHINE.**—In places where rock-drilling machines are used in tunnels or in shafts over 10 feet deep, the employer shall, where practicable, provide, and the employee shall use, water when drilling rocks by machines. In other rock-drilling places, where practicable and reasonable, water shall be provided and used.

18. **CLOGS.**—Rakers and shovellers of asphaltic concrete shall be provided, by the employer, with clogs.

19. **VENTILATION.**—The employer shall install, where necessary, appliances for proper and adequate ventilation of shafts and tunnels.

20. **WATER.**—Sufficient water for each gang shall be provided by the employer free of charge.

21. **SANITATION.**—At all places, where the pan system is not in use, the employer shall install fly-proof sanitary conveniences and provide attention thereto. In shifting camps, practicable and reasonable temporary provision shall be made by the employer.

22. **CHANGING HOUSE.**—Where required, the employer shall provide on each job a sufficiently roomy enclosed and roofed structure to enable employees to change their clothing.

23. **DRYING SHEDS.**—The employer shall provide adequate conveniences for employees to dry their working clothes.

24. **FIRST-AID OUTFIT AND STRETCHER.**—The employer shall provide at every job a sufficient first-aid box and a stretcher for the use of sick or injured employees, and shall keep the same always in proper order.

25. **POWDER-MONKEY'S WORK.**—Where explosives are used, the work of a powder-monkey shall be done only by a man competent for that work.

26. **TOOLS.**—The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

27. **PAY DAY.**—Payment of wages due under this Determination shall be made on any day other than Saturday.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO WORK DONE OUTSIDE THE METROPOLITAN DISTRICT AS DEFINED IN THE "FACTORIES AND SHOPS ACTS" AND THE ORDER IN COUNCIL THEREUNDER.

28. **ERECTING AND SHIFTING CAMP.**—Employees shall be paid at their respective ordinary rates for all time occupied by them during their ordinary hours of duty in erecting or shifting camp and in removing plant and equipment. For such work performed outside the ordinary hours of duty employees shall be paid at overtime rates.

29. **TRAVELLING TIME.**

(a) Where the employee has to travel between the yard, camp, depot or picking-up place of the employer and his work, and the distance to be travelled is in excess of one mile, he shall be paid for each mile of such excess distance at the rate of one-third of the hourly rate provided for "All others."

(b) Where the employee is conveyed between the said yard, camp, depot or picking-up place and the place of work, for all time in excess of twenty minutes each way spent in such conveying he shall be paid at the rate fixed for "All others."

30. **CAMP ALLOWANCE.**

(a) Employees who in order to be available for their work have to live in a camp established either by employers or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day in which they are required to hold themselves and do hold themselves available in the camp for work throughout the said day, whether or not work is done thereon, provided that the employer shall not be bound to pay any camping allowance if—

(i) the employer provides the employee with a proper mess room and with cooked food thereat at cost price; such price not to exceed in any case 25s. per week per employee;	} whether or not the employee avails himself of these facilities.
(ii) proper board, at not exceeding 25s. per week, can be obtained by the employee within a reasonable distance from the camp.	

(b) Nothing in this clause shall entitle the employer to deprive a married man living in the camp with his wife of the camp allowance, unless the employer supplies such an employee with a house at a reasonable rent.

31. **FARES.**—The fares of an employee proceeding for the first time to work from the place of engagement shall be paid by the employer, who may deduct the amount thereof from his first or later wages.

Provided that the amount so deducted shall be refunded to the employee if he continue to work for the employer for at least two months, or for so long as the work continues should the work cease sooner.

32. **USE OF TENTS AND CUBICLES.**—When employees have to camp out to be near their work, tents and tent poles or cubicles shall be provided by the employer free of charge.

33. **STRETCHERS.**—The employer shall supply, free of charge, material for stretchers.

34. **WOOD AND WATER.**—The employer shall provide at the camp a reasonable quantity of wood and water for all employees living in or about the camp.

35. **MESS ROOM.**—The employer shall, if required by the majority of the employees, provide a mess room in a fixed camp containing twenty or more men where the camp is likely to continue for at least six months.

36. **FIRST AID.**—The employer shall employ a man with first-aid qualification on all works employing 100 or more men, and a person with first-aid knowledge in other circumstances reasonably requiring the same.

37. **ACCOMPANYING INJURED OR SICK EMPLOYEES.**—No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance to his home or a hospital. All expenses incurred in such patient's removal shall be paid by the employer.

38. **RETURN OF TOOLS AND TENTS.**—If the employer requires an employee, when discharged or leaving, to take down tents or return tools or tents, he shall pay the employee for the time so occupied at the rate fixed for "all others."

39. **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates for adults set out in clause 2 are based upon the following basic wage and original rates as shown in Table "A" 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 rates shall be automatically increased or decreased by the same amount and at the same time as such basic wage. Provided that the wages of other employees shall be adjusted proportionately to adjustments of the basic wage. Such adjustments are to be to the nearest penny half or less than half of one penny to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause 40.

Basic Wage.

Place.	Needs Basic Wage. (Adjustable.)	Index Number Set Assigned.
	£ s. d.	
Within the State of Victoria	4 12 0	Melbourne

Table "A."
(Based on original Basic Wage of 81s.)

IMPROVERS.

	Wages. Per hour. s. d.
Under 18 years of age	1 4
18 years of age and under 20	1 7
20 years of age and under 21	1 9

OTHER EMPLOYEES.

	• WAGES. Per Hour.	• Weekly Marginal Equivalent.
	s. d.	£ s. d.
Man operating power rammer	2 7½	1 14 6
Pitcher setter, cube setter, or pavior		
Weigher and/or mixer on hot asphaltic mixing plant		
Rigger		
Splicer of Wire Rope or Hemp Rope	2 7	1 12 8
Bitumen pourer or kettle attendant		
Tunnel man or shaft sinker		
Timber man in tunnel or shaft		
Pipe joiner, or pipe layer	2 6	1 9 0
Powder monkey		
Sinker in trenches for storm-water drain		
Finisher in concrete work		
Leading tackle hand	2 5½	1 7 2
Skid scoop (tumbling Tommy), filler, and/or driver		
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work		
Attendant on steam or power-driven navy or crane :— i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute		
Jack hammer man	2 5	1 5 4
Mixer, gauger, spreading or layer on of concrete		
Tar, bitumen or emulsion sprayer operator		
Faceman in gravel pit		
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track	2 4	1 1 8
Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion		
Batterman using batter rule		
Boodler in tunnel		
Fencer	2 5	1 5 4
Sanitary or garbage attendant		
Scabber in tunnel		
Metal or gravel spreader		
Spaller, ploughman, manhole builder's labourer, and Telford pitchler setter	2 4	1 1 8
Filler of monkey-tail scoop		
Setter out of reinforcements		
Points man on tram or locomotive line		
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level	2 4	1 1 8
Cold asphaltic shoveller or forker		
Ploughman's offsider		
Tipper of monkey-tail scoop		
Slurry filler	2 4	1 1 8
All others		

* The hourly rates shown herein were obtained by adding the appropriate marginal equivalents to the original basic wage and dividing by 44. An extension of this system is to be followed for future adjustments.

40. ADJUSTMENT OF BASIC WAGE—(a) Until the beginning of the first pay period to commence in August, 1943, the amount of the basic wage shall be as prescribed in clause 39.

(b) During each future successive period beginning with the first pay period to commence in an August, a November, a February or a May the amount of the basic wage 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 Statisticians' 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 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 thirteen weeks 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.

A. V. BARNES, J.P., Chairman,

J. W. RYAN, Secretary.

Melbourne, 15th May, 1943.

