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**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

Dated at Melbourne, this
23rd day of February, 1950

RAY. H. BEERS,
Secretary for Labour.

Clauses 2, 3, and 4 of the Determination published in Government Gazette No. 1113 of the 13th December, 1949, shall be replaced by the following clauses:—

2

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Number (in any place).

Making cigars or sorting and packing cigars :—

APPRENTICES.

Experience—

1st year—

			s. d.	*Percentage.
1st six months	22 6 ..	14
2nd six months	26 2 ..	16½
2nd year	37 5 ..	23½
3rd year	55 11 ..	34½
4th year	70 10 ..	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.	} See also clause 13 sub-clause (m)
3rd year	..	Two-thirds of the piece-work prices.	
4th year	..	Three-quarters of the piece-work prices.	

Sorting and Packing Cigars.

In Boxes of—

	500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.	
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year	.. 1 1-2	1 1-2	1 1-2	1 4-5	1 7-8	2 2-4	} See also clause 13 sub-clause (m).
2nd year	.. 1 4-5	1 4-5	1 4-5	1 7-8	2 5-7	2 9	
3rd year	.. 1 7-8	1 7-8	1 11-1	2 2-4	3 0-3	3 3-6	
4th year	.. 2 2-4	2 2-4	2 5-7	2 9	3 6-9	3 10-2	

IMPROVERS.

			s. d.	*Percentage.
18 years	55 11 ..	34½
19 years	78 1 ..	48½
20 years	97 0 ..	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)."

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3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—
(a) Males.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	26 2	16½	26 2	16½	29 9	18½	29 9	18½
Turning bunches	26 2	16½	26 2	16½	29 9	18½	29 9	18½
Stripping fillers	26 2	16½	26 2	16½	29 9	18½	33 5	20½

Employed in—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	44 8	27½	48 4	30	66 5	41½	85 9	53½
Turning bunches	44 8	27½	48 4	30	66 5	41½	85 9	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.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed does not exceed 16ls. per week of 40 hours ..	33 0	20½	36 8	22½	44 8	27½	56 4	35	70 5	43½	91 9	57	116 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 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Trimming cigar boxes	26 2	26	30 5	30½	34 11	34½	39 3	39
Stripping and booking cigar bunch wrapper leaf	56 7	56½	56 7	56½	56 7	56½	56 7	56½
Ringing cigars	26 2	26	30 5	30½	34 11	34½	39 3	39
Stripping fillers	26 2	26	30 5	30½	34 11	34½	39 3	39
Packing cigars, viz.:—								
Havanette	26 2	26	30 5	30½	34 11	34½	39 3	39
Royal Bengals	26 2	26	30 5	30½	34 11	34½	39 3	39
Bonanzas	26 2	26	30 5	30½	34 11	34½	39 3	39
Gem of East Cigarillos	26 2	26	30 5	30½	34 11	34½	39 3	39
Swiss	26 2	26	30 5	30½	34 11	34½	39 3	39
Cartons or parcels	26 2	26	30 5	30½	34 11	34½	39 3	39
Machine work, viz.:—								
Making bunches	26 2	26	30 5	30½	34 11	34½	39 3	39
Covering cigars	26 2	26	30 5	30½	34 11	34½	39 3	39
Swiss	26 2	26	30 5	30½	34 11	34½	39 3	39
Lucky Hit	26 2	26	30 5	30½	34 11	34½	39 3	39
Havanettes	26 2	26	30 5	30½	34 11	34½	39 3	39
Senoritas	26 2	26	30 5	30½	34 11	34½	39 3	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Employed in—		Wages per Week of 40 Hours.								
		2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.			
		1st Six Months.		2nd Six Months.						
		Wages.	*Per-centage.	Wages.	*Per-centage.					
Trimming cigar boxes	43 6	43½	52 4	52	Piece-work prices Minimum wage	Piece-work prices Minimum wage
Stripping and booking cigar bunch wrapper leaf					73 11	73½	78 5	78		
Ring ing cigars	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

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 100s. 7d. per week of 40 hours ..	32 11	32½	41 3	41	49 6	49½	55 4	55	63 4	63	72 8	72½	82 6	82

4.

	Wages per Week of 40 Hours.
	£ s. d.
:Strippers and bookers of cigar covering leaf (males)	8 5 5
:Strippers and bookers of cigar covering leaf (females)	5 18 7
:Strippers and bookers of cigar bunch wrapper leaf (females)	5 8 1
Cigar box makers (males)	8 8 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	5 4 1
:Stripping fillers (males)	8 1 0
All others (males)	8 1 0
" (females) 62½ per cent. of the above rate for "All Others (Males.)"	5 0 7

(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.	
		<i>s. d.</i>		<i>s. d.</i>	
Adults	42 0	per week	26 3	per week
14 years of age	8 9	" "	8 4	" "
15 "	"	9 6	" "	10 4	" "
16 "	"	11 7	" "	12 7	" "
17 "	"	14 8	" "	14 0	" "
18 "	"	18 3	" "	15 10	" "
19 "	"	23 11	" "	18 4	" "
20 "	"	30 5	" "	20 10	" "

