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[1951

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1951.

Dated at Melbourne, this  
30th day of May, 1951.

RAY. H. BEERS,  
Secretary for Labour.

## CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 9 of the 3rd January, 1951, 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—

		s. d.	*Percentage.
1st year—			
1st six months	.. ..	28 7 ..	14
2nd six months	.. ..	33 2 ..	16½
2nd year	.. ..	47 5 ..	23½
3rd year	.. ..	70 11 ..	34½
4th year	.. ..	89 9 ..	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.	60 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	} Plus 3 per centum. 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	.. ..	70 11 ..	34½
19 years	.. ..	98 11 ..	48½
20 years	.. ..	122 11 ..	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.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes .. ..	33 2	16½	33 2	16½	37 9	18½	37 9	18½
Turning bunches .. ..	33 2	16½	33 2	16½	37 9	18½	37 9	18½
Stripping fillers .. ..	33 2	16½	33 2	16½	37 9	18½	42 4	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.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes .. ..	56 7	27½	61 2	30	84 2	41½	108 8	53½
Turning bunches .. ..	56 7	27½	61 2	30	84 2	41½	108 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 20s. per week of 40 hours ..	41 10	20½	46 5	22½	56 7	27½	71 5	35	89 3	43½	116 3	57	147 5	72½

\* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Stripping and booking cigar bunch wrapper leaf .. ..	74 6	56½	74 6	56½	74 6	56½	74 6	56½
Ringling cigars .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Stripping fillers .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Packing cigars, viz.:—								
Havanette .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Royal Bengals .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Bonanzas .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Gem of East Cigarillos .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Swiss .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Cartons or parcels .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Machine work, viz.:—								
Making bunches .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Covering cigars .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Swiss .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Lucky Hit .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Havanettes .. ..	34 5	26	40 1	30½	46 1	34½	51 8	39
Senoritas .. ..	34 5	26	40 1	30½	46 1	34½	51 8	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 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 .. .. .	s. d. 57 4	% 43½	s. d. 68 11	% 52	Piece-work prices	Piece-work prices
Stripping and bookng cigar bunch wrapper leaf	97 5	73½	103 4	78	Minimum wage	Minimum wage
Ringng 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 .. .. .	"		"		"	"
Coverng 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.
	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 for adults does not exceed 132s. 6d. per week of 40 hours ..	43 5	32½	54 4	41	65 3	49½	72 10	55	83 6	63	95 9	72½	108 8	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.

[illegible]

Clauses, other than clauses 2, 3, and 4, of the said Determination shall remain in force, except that for sub-clause (m) of clause 13 the following shall be substituted:—

(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.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
Adults ..	..	..	85 0	per week	..
14 years of age	..	..	17 7	..	18 10
15 "	..	..	19 3	" "	23 5
16 "	..	..	23 6	" "	28 4
17 "	..	..	29 9	" "	31 6
18 "	..	..	37 1	" "	36 0
19 "	..	..	48 5	" "	41 5
20 "	..	..	61 6	" "	47 0

