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Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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, 1952.

Dated at Melbourne, this  
20th day of May, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 6 of the 7th January, 1952, 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.					
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.)					
Experience—												
1st year—												
1st six months	..	..	..	s. d.	..	*Percentage.						
2nd six months	..	..	..	33 6	..	14						
2nd year							..	..				
1st six months	..	..	..	38 10	..	16½						
3rd year							..	..				
1st six months	..	..	..	55 7	..	23½						
4th year							..	..				
1st six months	..	..	..	83 1	..	34½						
2nd six months	..	..	..	105 2	..	44						
or in lieu of weekly wages the work may be paid at the following piece-work prices :—							IMPROVERS.					
2nd year .. One-third of the piece-work prices.							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.					
3rd year .. Two-thirds of the piece-work prices.												
4th year .. Three-quarters of the piece-work prices.												
} See also clause 13, sub-clause (m)												
Making Cigars.												
Sorting and Packing Cigars.												
In Boxes of—												
	600 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.	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	2 2·4	3 0·3	3 3·6	3 10·2	3 10·2	3 10·2
2nd year ..	1 4·5	1 4·5	1 4·5	1 7·8	2 5·7	2 9	2 9	3 6·9	3 10·2	3 10·2	3 10·2	3 10·2
3rd year ..	1 7·8	1 7·8	1 11·1	2 2·4	3 0·3	3 3·6	3 3·6	3 6·9	3 10·2	3 10·2	3 10·2	3 10·2
4th year ..	2 2·4	2 2·4	2 5·7	2 9	3 6·9	3 10·2	3 10·2	3 10·2	3 10·2	3 10·2	3 10·2	3 10·2
} Plus 3 per centum. See also clause 13, sub-clause (m).												
IMPROVERS.												
18 years							..	..	..	s. d.	..	*Percentage.
19 years							..	..	..	83 1	..	34½
20 years							..	..	..	115 11	..	48½
20 years							..	..	..	144 0	..	60½

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

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 .. ..	38 10	16½	38 10	16½	44 3	18½	44 3	18½
Turning bunches .. ..	38 10	16½	38 10	16½	44 3	18½	44 3	18½
Stripping fillers .. ..	38 10	16½	38 10	16½	44 3	18½	49 7	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.		Wages.	
	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 .. ..	66 4	27½	71 8	30	98 7	41½	127 3	53½
Turning bunches .. ..	66 4	27½	71 8	30	98 7	41½	127 3	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 239s. per week of 40 hours ..	49 0	20½	54 4	22½	66 4	27½	83 8	35	104 7	43½	136 3	57	172 8	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 .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Stripping and booking cigar bunch wrapper leaf .. ..	89 5	56½	89 5	56½	89 5	56½	89 5	56½
Ringed cigars .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Stripping fillers .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Packing cigars, viz.:—								
Havanette .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Royal Bengals .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Bonanzas .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Gem of East Cigarillos .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Swiss .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Cartons or parcels .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Machine work, viz.:—								
Making bunches .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Covering cigars .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Swiss .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Lucky Hit .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Havanettes .. ..	41 4	26	48 1	30½	55 3	34½	62 0	39
Senoritas .. ..	41 4	26	48 1	30½	55 3	34½	62 0	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. 68 9	% 43½	s. d. 82 8	% 52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	116 10	73½	124 0	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 .. .. .	"		"		"	"
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.
Any other class of work for which the rate of wages fixed for adults does not exceed 159s. 6d. per week of 40 hours ..	s. d. 52 1	% 32½	s. d. 65 2	% 41	s. d. 78 4	% 49½	s. d. 87 5	% 55	s. d. 100 2	% 63	s. d. 114 11	% 72½	s. d. 130 5	% 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 40 Hours.	
	£	s. d.
Strippers and bookers of cigar covering leaf (males)	12	3 5
Strippers and bookers of cigar covering leaf (females)	8	17 0
Strippers and bookers of cigar bunch wrapper leaf (females)	8	6 6
Cigar box makers (males)	12	6 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	8	2 6
Stripping fillers (males)	11	19 0
All others (males)	11	19 0
" (females) 75 per cent. of the Basic Wage	7	19 0

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.	
	s. d.	s. d.	s. d.	s. d.
Adults .. .. .	120 0	per week	84 8	per week
14 years of age .. .. .	24 9	" "	27 6	" "
15 " " " " " " " " " "	27 2	" "	34 3	" "
16 " " " " " " " " " "	33 3	" "	41 5	" "
17 " " " " " " " " " "	42 0	" "	46 1	" "
18 " " " " " " " " " "	52 5	" "	52 8	" "
19 " " " " " " " " " "	68 5	" "	60 7	" "
20 " " " " " " " " " "	86 9	" "	68 9	" "

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