



# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, JANUARY 7.

[1952

Factories and Shops Acts.

## DETERMINATION OF THE ROOFING TILES BOARD.

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

(ii) The Pottery Board previously covered these employees, but by Orders in Council dated the 11th June, 1946, and the 26th November, 1946, it was deprived of such powers, and some were conferred upon the Roofing Tiles Board.

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—

- (i) the process, trade, or business of making roofing tiles (other than roofing tiles made of cement), and all accessories for such roofing tiles; air vents, chimney pots, agricultural pipes, terra cotta lumber, and flower pots;
- (ii) the digging of clay incidental to the manufacture of the above-mentioned articles".

has made the following Determination namely:—

1. That as from the 1st January, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

### (1) APPRENTICES OR IMPROVERS.

#### MALES.

Wages per Week of 40 hours.

	Employed in Clayholes Exceeding 25 ft. in Depth.	Employed in All Other Places.				Total Wage.
		Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	
			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age .. .. .	At the Rates prescribed for Adults	24	48 0	1 3	2 3	51 6
15 years of age .. .. .		28	55 6	1 6	2 9	59 9
16 years of age .. .. .		32	63 6	1 6	3 3	68 3
17 years of age .. .. .		38	75 6	1 9	3 9	81 0
18 years of age .. .. .		52	103 6	2 6	5 0	111 0
19 years of age .. .. .		61	121 6	3 0	6 0	130 6
20 years of age .. .. .	75	149 0	3 9	7 3	160 0	

#### FEMALES.

Wages per Week of 40 hours.

	Percentage of Female Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age .. .. .	32	47 6	1 3	2 3	51 0
15 years of age .. .. .	37	55 0	1 3	2 9	59 0
16 years of age .. .. .	42	62 6	1 6	3 0	67 0
17 years of age .. .. .	45	67 0	1 9	3 3	72 0
18 years of age .. .. .	51	76 0	1 9	3 9	81 6
19 years of age .. .. .	58	86 6	2 0	4 3	92 9
20 years of age .. .. .	64	95 6	2 3	4 9	102 6

(b) Notwithstanding anything contained in the schedules of rates prescribed in sub-clause (a) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 6d.

Proportion (in any factory or place).

*Apprentices.*

(c) 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.

*Improvers.*

Such number of male improvers as shall not, together with apprentices, exceed in the aggregate, two to every four, or fraction of four male adult weekly workers receiving not less than the minimum wage.

Such number of female improvers as shall not, together with apprentices, exceed in the aggregate, two to every five, or fraction of five female adult weekly workers receiving not less than the minimum wage.

**(II) ALL OTHER EMPLOYEES.**

**MALES.**

Wages Per Week of 40 Hours.

	s.	d.
Burner .. .. .	227	0
Burner's Assistant .. .. .	223	0
Damperman and/or kiln cleaner .. .. .	220	0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools) .. .. .	232	0
Faceman or man drilling or using explosives in quarry of face 25 feet or less .. .. .	234	0
All other facemen .. .. .	236	0
All other clayhole men including men digging and/or wheeling raw lump clay (Employer to provide tools) .. .. .	226	0
Drawer .. .. .	226	0
Setter .. .. .	230	0
Mouldmaker (including plaster die making) .. .. .	230	0
Flower pot, or flower pot saucer throwers .. .. .	230	0
Maker on press (screw or lever type) .. .. .	226	0
Hand presser and moulder .. .. .	230	0
Crusher or grinding pan attendant .. .. .	226	0
Loftman .. .. .	223	0
Man sorting roofing tiles .. .. .	223	0
Packer into rail trucks .. .. .	223	0
Man feeding and/or taking off tile press .. .. .	226	0
Tile feeder's assistant .. .. .	220	0
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	223	0
Racker or wheeler who also racks .. .. .	223	0
Other tile wheeler .. .. .	220	0
Dresser or trimmer (dry tiles) .. .. .	220	0
Waste-man or other unskilled man .. .. .	220	0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger) .. .. .	230	0
Wire cut attendant, column man, and/or off bearer from a wire cut machine .. .. .	223	0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection) .. .. .	236	0

**FEMALES.**

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done

**TIME OF BEGINNING AND ENDING WORK.**

3. For all persons except burners and other shift-workers:—

Time of Beginning.	Time of Ending.
7.15 a.m. .. .. .	noon on Saturday or the day on which the half holiday is locally observed.
7.15 a.m. .. .. .	5 p.m. on the other five working days of the week.

**OVERTIME.**

4. \**(a)* By persons employed as burners in excess of 8 hours on any one shift and 40 hours in any one week Time and a half.

\**(b)* By any other person:—

- (i) Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work .. .. . Time and a half.
- (ii) Outside the hours fixed as the time of beginning and ending work .. .. . Time and a half.

For the purpose of calculating overtime in placitum *(b)* (i) all overtime shall be on a weekly basis, and time lost because of:—

- (i) sick leave prescribed in clause 11 hereof.
- (ii) any of the holidays prescribed in clause 9 hereof.
- (iii) absence, for any reason, with the approval of the employer, or
- (iv) being stood down by the employer for any reason other than misconduct.

shall be regarded as having been worked.

\* Provided that where a burner is required within eight hours of commencing or finishing a shift as a burner to do any work for which a rate other than that prescribed for a burner is fixed, he shall be paid for such shift work as a burner and for such other work as follows:—(i) For the first eight hours worked, whether at burning or such other work, ordinary pro-rata payment according to the class of work done; (ii) For the hours worked in excess of the first eight hours referred to in (i) hereof whether at burning or otherwise, payment for such excess at the overtime rate prescribed for such work.

A burner shall be paid for the full number of hours of the shift worked.

**EXTRA RATES FOR SHIFT WORKERS (INCLUDING BURNERS).**

5. An addition of ten per cent. to the ordinary rates prescribed in clause 2 hereof for the occupation concerned shall be payable to shift workers for any work, including overtime, performed by them between 6 p.m. and 6 a.m.; and any extra payment, as prescribed in clause 4 hereof, for overtime performed by such workers between the said hours, shall be calculated on the aforesaid ordinary rates.

**ALLOWANCES, ETC.**

6. *(a)* Any burner or burner's assistant using coal or mixed fuel, not including oil, gas, or briquettes solely, shall be paid an allowance of 7s. 6d. per week. Such allowance shall not be taken into account in computing overtime, or the extra rates for shift workers prescribed in clause 5 hereof.

*(b)* Burners, drawers, wheelers from kiln, clayhole men, and damper men shall receive an allowance of 3d. per day or part thereof for wear and tear of boots.

*(c)* Men sorting tiles, or loading tiles into railway trucks shall, upon request, be supplied with leather aprons.

## SPECIAL RATES.

7. Double time shall be the rate payable to all employees for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and 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 be payable for work done only on the day so substituted.

## HOLIDAYS.

8. (a) All employees shall be entitled to the holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this condition shall apply only to the day so substituted.

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

## TERMINATING EMPLOYMENT IN RELATION TO A HOLIDAY.

(b) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

## MIXED FUNCTIONS.

9. On any day or shift any employee (other than a burner) required to perform work of a higher grade, shall be paid, whilst so employed, the wages attaching to such higher grade, provided that in the case of any such employee being required to perform the work of a higher grade for more than one half the number of hours fixed for a week's work he shall be paid at the higher rate for the whole of the week. In the case of any employee being required to perform the work of a lower grade than that to which he is classed, he shall not suffer any reduction of pay by reason only of his working temporarily out of his grade. Such work shall not be considered temporary if it continues for more than one week.

## ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

## SICK LEAVE.

11. (a) Where an employee has been in the industry for a period of not less than three months immediately prior to his or her becoming disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he or she shall, on account thereof, be entitled without deduction of pay at ordinary rates, to absent himself or herself from work for a period not exceeding in the aggregate four days in any year of employment in the industry.

(b) For the purpose of administering sub-clause (a) hereof an employer may, within two weeks of the employee entering his employment, require such employee to make a sworn declaration or provide other satisfactory evidence as to what paid sick leave of absence he or she has had from any employer within the industry during the previous twelve months.

(c) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed therein is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year up to a period not exceeding twenty days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

(d) For the purpose of administering sub-clause (c) hereof, service prior to the 1st July, 1943, shall be disregarded.

## MORNING TEA INTERVAL.

12. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

## TEA MONEY.

13. An allowance of 2s. for tea money, shall be made where work extends for more than two hours beyond the usual time of ending work.

Any such allowance shall be made prior to the meal interval on the day on which such overtime is worked.

## WET PLACES.

14. An employee who is required to work in water and/or slurry of two inches or more in depth shall be paid an additional 3d. per hour whilst so required to work.

## CRIB TIME.

15. A crib time not exceeding 30 minutes in a working shift of 8 hours shall be allowed clay hole men working underground in shaft or tunnel at a depth of 100 feet or over from the surface. Such crib time shall be counted as time worked.

## PAYMENT OF WAGES.

16. Except where otherwise mutually agreed between an employer and an employee wages due shall be paid before the usual finishing hour for the day, and not later than Friday in each week.

## DIRTY WORK.

17. Where an employee is engaged on work which the employer, or in his absence his accredited representative, agrees is of an unusually dirty or offensive nature, he shall be allowed reasonable time off during working hours to enable him to cleanse himself by means of a shower, or other washing facilities reasonably sufficient to accomplish such purpose.

## DEFINITION.

18. Burner's assistant is an employee (exclusive of a regular burner) who works with and assists a burner in the operation of burning a kiln.

## PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

19. The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework 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.

FIRST-AID ROOM.

20. In any establishment with more than five employees the employer shall provide a cubicle or room for the sole purposes of treating injuries. Such cubicle or room shall be equipped with adequate first-aid facilities, and a stretcher.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act 1928* requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be Kept in Ambulance Chest—
Antiseptic solution .. .. .	1 bottle
Bandages, cotton and gauze .. .. .	1 dozen assorted sizes
Castor oil .. .. .	2 oz.
Iodine, tincture of .. .. .	2 oz.
Manual, first-aid .. .. .	1
Petrolatum, carbolized .. .. .	1 jar
Picric acid solution, made according to the following recipe or prescription :—	
1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water .. .. .	1 pint
Pins, safety .. .. .	1 packet
Sal volatile .. .. .	6 oz.
Scissors .. .. .	1 pair
Tourniquet .. .. .	1
Tweezers .. .. .	1 pair
Cotton, absorbent .. .. .	} An adequate assortment
Gauze, sterilized, plain .. .. .	
Lint, absorbent .. .. .	
Plaster, adhesive .. .. .	

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 22.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria .. .. .	9 19 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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 on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1952, the amount of the basic wage shall be as prescribed in clause 25.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The adjustable wages of apprentices or improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 27th November, 1951.



# VICTORIA GOVERNMENT GAZETTE.

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No. 6]

MONDAY, JANUARY 7.

[1952

Factories and Shops Acts.

## DETERMINATION OF THE CIGAR TRADE BOARD.

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

[N 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 on the 1st January, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. **APPRENTICES AND IMPROVERS.**

Wages per Week of 40 Hours.							Number (in any place).	
Making cigars or sorting and packing cigars :-							<b>APPRENTICES.</b>	
Experience—							One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
<b>APPRENTICES.</b>							One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.	
1st year—							(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)	
1st six months	..	..	..	s. d.	..	*Percentage.		
2nd six months	..	..	..	31	8	14		
2nd year	..	..	..	36	9	16½		
3rd year	..	..	..	52	7	23½		
4th year	..	..	..	78	6	34½		
4th year	..	..	..	90	5	44		
or in lieu of weekly wages the work may be paid at the following piece-work prices :-							<b>IMPROVERS.</b>	
<i>Making Cigars.</i>							One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.	
2nd year	..	One-third of the piece-work prices.			See also clause 13, sub-clause (m)		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.						
<i>Sorting and Packing Cigars.</i>								
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	} 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		
<b>IMPROVERS.</b>								
				s. d.	..	*Percentage.		
18 years	..	..	..	78	6	34½		
19 years	..	..	..	109	7	48½		
20 years	..	..	..	136	2	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 .. .. .	36 9	16½	36 9	16½	41 10	18½	41 10	18½
Turning bunches .. .. .	36 9	16½	36 9	16½	41 10	18½	41 10	18½
Stripping fillers .. .. .	36 9	16½	36 9	16½	41 10	18½	46 11	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 .. .. .	62 9	27½	67 10	30	93 3	41½	120 4	53½
Turning bunches .. .. .	62 9	27½	67 10	30	93 3	41½	120 4	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 226s. per week of 40 hours ..	46 4	20½	51 5	22½	62 9	27½	79 1	35	98 10	43½	128 10	57	163 3	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 .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Stripping and booking cigar bunch wrapper leaf .. .. .	83 10	56½	83 10	56½	83 10	56½	83 10	56½
Ringed cigars .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Stripping fillers .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Packing cigars, viz. :—								
Havanette .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Royal Bengals .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Bonanzas .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Gem of East Cigarillos .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Swiss .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Cartons or parcels .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Machine work, viz. :—								
Making bunches .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Covering cigars .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Swiss .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Lucky Hit .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Havanettes .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	39
Senoritas .. .. .	38 9	26	45 1	30½	51 9	34½	58 1	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 .. .. .	<i>s. d.</i> 64 5	% 43½	<i>s. d.</i> 77 6	% 52	Piece-work prices	Piece-work prices		
Stripping and booking cigar bunch wrapper leaf	109 6	73½	116 3	78	Minimum wage	Minimum wage		
Ringing 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 149s. per week of 40 hours ..	<i>s. d.</i> 48 10	% 32½	<i>s. d.</i> 61 1	% 41	<i>s. d.</i> 73 5	% 49½	<i>s. d.</i> 81 11	% 55	<i>s. d.</i> 93 10	% 63	<i>s. d.</i> 107 8	% 72½	<i>s. d.</i> 122 2	% 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. <i>£ s. d.</i>
Strippers and bookers of cigar covering leaf (males) .. .. .	11 10 5
Strippers and bookers of cigar covering leaf (females) .. .. .	8 7 0
Strippers and bookers of cigar bunch wrapper leaf (females) .. .. .	7 16 6
Cigar box makers (males) .. .. .	11 13 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females) .. .. .	7 12 6
Stripping fillers (males) .. .. .	11 6 0
All others (males) .. .. .	11 6 0
.. (females) 75 per cent. of the Basic Wage .. .. .	7 9 0

OVERTIME.

5. (i) Any time wage employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.
- (ii) Any female piece-work employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the ordinary piece-work rate plus 50 per centum.
- (iii) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

TEA MONEY.

6. All employees required to work overtime later than 6 p.m. shall be paid 2s. tea money in addition to overtime rates prescribed in this Determination.

HOLIDAYS.

7. All weekly wage employees shall be granted the following holidays without deduction of pay, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Piece-workers shall be granted the same holidays as are granted to weekly wage employees, and shall be paid for such holidays at their average rate of earnings over the preceding six months on a daily basis.

Provided that an employee who is voluntarily absent on the working day immediately preceding, or the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

**SICK LEAVE.**

8. a) Any employee who has had not less than three months' service with the same employer, and who is absent from his or her work by reason of personal ill-health or accident necessitating such absence, shall be entitled to sick leave without deduction of pay subject to the following conditions and limitations:—

- (i) He or she shall not be entitled to paid sick leave for any period in respect of which he is entitled to Workers' Compensation.
- (ii) He or she shall, within twenty-four hours of the commencement of such absence, inform the employer of his or her inability to attend for duty and as far as practicable, state the nature of the illness or injury and the estimated duration of the absence.
- (iii) He or she shall prove to the satisfaction of his or her employer that he or she was unable on account of personal ill-health or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He or she shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Pieceworkers shall be paid at their average rate of earnings over the preceding six months on an hourly basis.

For the purpose of administering paragraph (iv) of this clause an employer may, within one month of this Determination coming into operation, or within two weeks of an employee entering his employment, require the employee to make a sworn declaration or other written statement as to what paid leave of absence he or she has had from any employer during the then current year, and, upon such statement, the employer shall be entitled to rely and act.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause, service prior to 1st January, 1949, shall be disregarded.

(c) For the purposes of this clause, "year" means the period between the 1st January and the 31st December.

**ANNUAL HOLIDAYS.**

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

**FEMALE STRIPPERS AND BOOKERS.**

10. (i) Female employees initially engaged as strippers and bookers of cigar covering leaf and female employees not so engaged but who have had in the aggregate four months' experience with the one employer as strippers and bookers of cigar covering leaf, shall for the purposes of the said Determination be grouped as and be deemed to be strippers and bookers of cigar covering leaf (female).

(ii) Female employees initially engaged as strippers and bookers of cigar bunch wrapper leaf shall for such time up to an aggregate of four months as they may be required to work as strippers and bookers of cigar covering leaf be paid the rate applicable to the latter classification, but after that aggregate has been reached, shall come within sub-clause (i) hereof.

**PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE WORKERS' EARNINGS.**

11. The wages rates for adult males set out in Clause 4 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 12. Provided that the wages rates of juniors 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.

The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

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.

The amounts by which the weekly earnings of adult piece-workers who work on piece-work the full working hours as aforesaid, shall be increased until further varied as hereinbefore provided, are as follow:—

	s.	d.
Adult Males .. .. .	107	0
Adult Females .. .. .	74	8

The weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be automatically increased or decreased by the same amount and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The weekly earnings of juvenile piece-workers who work on piece-work less than the full working hours for which the rates of wages prescribed by this Determination are payable shall be automatically increased or decreased by a proportionate part of and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The amounts by which the weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be increased until varied as hereinbefore provided are as follow:—

Age.	Males.		Females.	
	s.	d.	s.	d.
14 .. .. .	22	1	24	3
15 .. .. .	24	3	30	2
16 .. .. .	29	8	36	6
17 .. .. .	37	5	40	7
18 .. .. .	46	8	46	4
19 .. .. .	61	0	53	4
20 .. .. .	77	4	60	6

**BASIC WAGE.**

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 9 19 0	Melbourne



ADJUSTMENT OF BASIC WAGE.

12. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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 on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1952, the amount of the Basic Wage shall be as prescribed in clause 11.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 1.03 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach .5 or more, the basic wage shall be taken to the next higher shilling.

PIECE-WORK PRICES.

13. 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 1/4	13 8.725
Extra Magnum	5 1/4	14 11.025
Consuelo shape	4 1/4	12 6.7
Flor de Naves shape	4 1/4	11 10.175
Bueno shape	4 1/4	10 9.25
Long Bueno	4 1/4	11 4.95
Ordinary taper shape	4 1/4	10 9.25
Panetelas shape, with point	5	10 0.175
Panetelas shape, with flat tops	5	10 6.775
Southern Cross (no point)	5 1/2	6 11.325
Meritas Bueno	4 1/4	10 9.8
Meritas Bueno	4 1/4	11 4.95
Corona shape	5 1/4	14 5.8
Three-quarter Corona shape	5	12 3.675
Half Corona shape	3 1/2	9 7.5
Italian shape (no binder)	6 1/4	4 3.975
Italian shape, bunch making and rolling	6 1/4	5 4.075

} Plus 3 per centum

(b) MAKING CIGARS.

HAND WORK—CLEAR HAVANA.	Length of Cigars up to and including—	Per 100 Cigars.
	inches.	s. d.
Bouquet Super Finos	4 1/4	11 6.050
Castelares	4 1/4	11 6.050
Bueno	4 1/4	11 2.75
Full Corona	5 1/4	15 0.675
Three-quarter Corona	5	12 11.85
Half Corona	3 1/2	10 2.375
Petit Duca	3 1/2	8 9.325
Maquillas	5 1/4	15 0.675
Perlas	3 1/4	9 1.175

} Plus 3 per centum

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.	s. d.	s. d.	
Flor-de-Naves	4 1/4	6 11.325	7 3.725	8 3.55	8 7.125				
Half Corona shape	3 1/4	8 0.25	8 3.55	8 7.125	9 3.65				
Bueno, straight	4 1/4	7 1.402	7 5.325	8 0.25	8 3.65				
Bueno, long	4 1/4	8 0.25	8 3.55	8 7.125	9 3.65				
Bueno, long	5 1/2	10 0.175	10 3.475	10 6.775	11 2.75				
Bueno long	6	11 2.75	11 6.05	11 10.175	12 7.25				
Monopole Rothschilds	4 1/4	6 7.75	6 11.325	7 9.5	8 3.65				
Castella Special Tuck	4 1/4	8 3.55	8 7.125	8 10.425	9 6.95				
Gloria	4 1/4	..	..	10 6.775	11 2.75				
Sirdar	4 1/4	..	..	7 10.975	9 6.95				
Monopole Bouquet	4 1/4	..	..	8 0.8	8 7.675				
Casino C.V.	4 1/4	..	..	8 10.975	9 7.5				
Ordinary common straight	3 1/4	6 1.15	6 4.45	6 7.75	7 3.725				
Ordinary taper	4 1/4	6 1.7	6 5	6 8.3	7 3.725				
Rheingold	4 1/4	6 3.35	6 6.65	6 10.225	7 5.925				
Extra taper similar to Hansa	4 1/4	6 1.15	6 4.45	6 7.75	7 3.725				
Monopole Minors	3 1/4	5 11.225	6 2.8	6 6.1	7 1.625				
A 9	4 1/4	..	7 7.85	8 0.25	8 7.125				
5 DP	5 1/4	..	..	10 10.9	11 6.05				
5 H	4 1/4	..	..	7 2.075	..				
7 F and 11 N	4 1/4	6 5	6 8.85	7 0.425	7 10.05				
14 RT	4 1/4	..	..	..	11 8.35				
15 FJ	4 1/4	..	7 2.075	7 5.925	8 1.9				
48 F	4 1/4	..	7 7.75	..	..				

} Plus 3 per centum

(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 $\frac{1}{2}$	4	0·875
Cheroots, Cortado de la Reina—Where not less than four moulds are used .. .. .	4 $\frac{1}{8}$	4	4·525
Cheroots, Cortado Delicioso—Where not less than four moulds are used .. .. .	4 $\frac{1}{2}$	5	5·175

} Plus 3 per centum

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.	s. d.	s. d.	
Perlas .. .. .	3 $\frac{1}{2}$	8	0·25	7	3·725	6	11·325	6	7·75
Reina Victoria .. .. .	4 $\frac{1}{2}$	10	0·175	9	3·65	8	10·425	8	7·125
Perfectos (old) .. .. .	4 $\frac{1}{2}$	10	10·9	10	3·475	10	0·175	9	6·95
Perfectos (new) .. .. .	4 $\frac{1}{2}$	..	..	8	10·425	..	..	..	..
High Life in the East .. .. .	4 $\frac{1}{2}$	8	0·25	7	3·725	6	11·325	6	7·75
Londres .. .. .	4 $\frac{1}{2}$	7	3·725	6	7·75	6	4·46	6	1·15
1A Habano .. .. .	4 $\frac{1}{2}$	7	9·5	7	2·075	6	10·225	6	5
2A Habano .. .. .	4 $\frac{1}{2}$	..	..	..	..	..	..	6	2·25
3A Habano .. .. .	4 $\frac{1}{2}$	..	..	..	..	..	..	5	10·125
4A Habano .. .. .	4 $\frac{1}{2}$	..	..	..	..	..	..	5	7·375
5A .. .. .	4 $\frac{1}{2}$	..	..	6	7·75	..	..	..	..

} Plus 3 per centum

Penal work .. .. . 11s. 2·2d. per 100 cigars.

To the rates mentioned in sub-clauses (a), (b), (c), and (d) hereof, an additional amount of 1·65d. per 100 cigars shall be added.

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).

Per 100 Cigars.

Extras—

	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 6 ..
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  $\frac{1}{8}$ " 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
Hand work .. .. .	..	..	6 2·25	6 9·4	8 6·85	..
Monopole shape .. .. .	..	..	5 10·4	6 5·55	7 11·7	..
Paneteles, block work .. .. .	..	..	5 6·55	6 1·7	7 8·4	..
Manila cheroots, hand or paper .. .. .	..	..	5 10·4	6 5·55	..	..
Manila cheroots, small block work .. .. .	..	..	5 0·5	5 7·65	..	..
Cigars, bundles with two ribbons .. .. .	..	..	6 1·7	6 5·55	..	..
Matador block work .. .. .	..	..	5 2·7	5 10·4	..	..
Bueno shape, covered with Mexican tobacco .. .. .	..	..	5 4·9	6 0·05	7 6·75	..
Other Bueno shape .. .. .	..	..	5 0·5	5 7·65	7 5·1	..
Ordinary taper shape .. .. .	..	..	5 0·5	5 7·65	7 5·1	..
Extra taper shape, similar to Dona Sol .. .. .	..	..	5 10·4	5 10·4	7 5·1	..
Ordinary common straight shape .. .. .	..	..	4 1·5	4 8·65	6 9·4	..
"Queen's" tied with one ribbon .. .. .	..	..	5 0·5	..	..	9 2·55
"Queen's" tied with two ribbons .. .. .	..	..	5 4·35	..	..	..
Manila, tied in bundles of ten .. .. .	7	4 7	..	..	..	..
Manila, flat, tied in bundles of ten .. .. .	..	..	5 4·35	..	..	..
Manila, long, tied in bundles of ten .. .. .	..	..	5 2·7	..	..	..
Manila, loose .. .. .	..	..	5 0·5	5 7·65	7 5·1	..
Extra, Magnum .. .. .	..	..	7 11·7	8 6·85	10 0·45	..
Sirdar .. .. .	..	..	5 10·4	6 5·55	7 11·7	..
Monopole Bouquet .. .. .	..	..	5 2·7	5 10·4	..	..
Casino C.W. .. .. .	..	..	5 10·4	6 5·55	7 11·7	..
Rheingold .. .. .	..	..	5 0·5	5 7·65	7 5·1	..
92AA .. .. .	..	..	4 1·5	..	..	..
14RT .. .. .	..	..	6 6·1	7 1·25	9 2·55	..
5DP .. .. .	..	..	6 6·1	7 1·25	9 2·55	..
Full Corona hand work .. .. .	..	..	7 1·25	7 8·4	9 2·55	..

} Plus 3 per centum

SORTING AND PACKING CIGARS—*continued.*

*Extras—*

For sorting and packing all cigars with rings .. .. .	Per 1,000 Cigars.
For sorting and packing all cigars faced rights and lefts .. .. .	s. d. 0 6 extra
For sorting and packing all cigars covered with Havana tobacco .. .. .	0 6 "
	0 6 "

(f) PACKING CIGARS (FEMALES).

	Per 1,000 Cigars.
Royal Bengal, 5 in a packet .. .. .	s. d. 1 4.5
Gem of the East Cigarillos, 9 in a box .. .. .	1 2.3
92aa, packing in trays .. .. .	0 3.85
92aa, packing in 6's, into cardboard outer of 90 cigars, wrapping in brown paper with two end labels .. .. .	0 11.55
Havanettes, packing and finishing .. .. .	1 6.7

(g) MACHINE WORK (FEMALES).

*Making Bunches.*

	Per 1,000 Bunches.
Long-filler machine .. .. .	s. d. 3 9.925
5AA, 7AA .. .. .	3 0.85
Points 2F .. .. .	3 3.05
7J, 92AA .. .. .	3 0.85

(h) *Making throughout.*

	Per 100 Cigars.
Swiss or Lucky Hit .. .. .	s. d. 1 9.45
Havanettes .. .. .	1 3.4

(i) *Covering Cigars.*

	Per 1,000 Cigars.
5AA, 7AA, 7J .. .. .	s. d. 3 6.075
92AA .. .. .	3 6.075

(j) BOX TRIMMING (FEMALES).

	Per 100 Boxes.
Hinging (not 5aa) .. .. .	s. d. 0 7.15
Hinging and lidding 5aa .. .. .	0 6.05
Lining .. .. .	1 8.9
Edging, ordinary .. .. .	5 2.975
Edging, narrow embossed paper .. .. .	8 8.775
Edging, narrow paper .. .. .	8 1.9
Edging, Magnum embossed paper .. .. .	7 3.725
Edging, Varnished boxes .. .. .	6 11.875
Edging, lid .. .. .	1 2.3
Inside labels, lid .. .. .	1 2.3
Inside labels, flap gummed .. .. .	0 4.4
Extra flap label on flap .. .. .	0 4.4
Outside labels, ends .. .. .	0 4.4
Outside labels, looks .. .. .	0 4.4
Outside labels, extra looks .. .. .	0 4.4
Outside labels, lid, brand, out .. .. .	0 10.725
Outside labels, lid, brand .. .. .	0 6.6
Full wrapping, Glascine .. .. .	1 5.6
Full wrapping, Cellophane .. .. .	1 5.6
Half wrapping, Cellophane .. .. .	0 10.725
Half wrapping, Glascine .. .. .	0 10.725
Brown paper wrapping packets, W/2 labels .. .. .	6 5
Stencilling .. .. .	0 6.6

*Samples—*

	Per Box.
With trays .. .. .	s. d. 0 5.5
No trays .. .. .	0 2.2

(k) RINGING CIGARS (FEMALES).

	100's and 50's.		25's.		10's.		4's and 6's.		
	s.	d.	s.	d.	s.	d.	s.	d.	
DRY WORK.									
Monopole Magnum .. .. .	2	10.65	2	10.65	2	10.65	3	1.95	} Slips under rings, 6d. per 1,000 extra Plus 3 per centum
Monopole Maxim .. .. .	2	10.65	2	10.65	2	10.65	3	1.95	
Monopole Bueno .. .. .	2	2.675	2	2.675	2	2.675	2	7.625	
Matador .. .. .	2	2.675	2	2.675	2	2.675	2	7.625	
Gem of the East, Perfecto .. .. .	2	2.675	2	2.675	2	2.675	2	7.625	
Gem of the East, Perlas .. .. .	2	2.675	2	2.675	2	2.675	2	7.625	
Gem of the East, Cheroots .. .. .	2	7.625	2	7.625	2	7.625	3	0.3	
All others .. .. .	2	2.675	2	2.675	2	2.675	2	7.625	
Fresh work in bundles .. .. .	1	8.9	1	8.9					

(l) STRIPPING FILLERS. ADULT FEMALES AND ALL JUVENILE WORKERS.

*Wet Weight on Strips Returned.*

	Per lb.
Brazil .. .. .	s. d. 0 8.25
Havana (large) .. .. .	0 7.7
Havana (small) .. .. .	0 9.35
Sumatra .. .. .	0 6.6
Manila .. .. .	0 4.4
Seed .. .. .	0 3.85

} Plus 3 per centum

STRIPPING FILERS—*continued.*

(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 .. .. .	107	0	74	8
14 years of age .. .. .	22	1	24	3
15 .. .. .	24	3	30	2
16 .. .. .	29	8	36	6
17 .. .. .	37	5	40	7
18 .. .. .	46	8	46	4
19 .. .. .	61	0	53	4
20 .. .. .	77	4	60	6

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

J. V. WILLOX,, Secretary.

Melbourne, 4th December, 1951.