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No. 796]

THURSDAY, NOVEMBER 5.

[1953

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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 792 of the 5th September, 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.																																																																																
<p style="text-align: center;">APPRENTICES.</p> <table border="1"> <thead> <tr> <th>Experience—</th> <th><i>s.</i></th> <th><i>d.</i></th> <th>*Percentage.</th> </tr> </thead> <tbody> <tr> <td>1st year—</td> <td></td> <td></td> <td></td> </tr> <tr> <td> 1st six months</td> <td>37</td> <td>0</td> <td>14</td> </tr> <tr> <td> 2nd six months</td> <td>42</td> <td>11</td> <td>16½</td> </tr> <tr> <td>2nd year</td> <td>61</td> <td>5</td> <td>23½</td> </tr> <tr> <td>3rd year</td> <td>91</td> <td>9</td> <td>34½</td> </tr> <tr> <td>4th year</td> <td>116</td> <td>2</td> <td>44</td> </tr> </tbody> </table>		Experience—	<i>s.</i>	<i>d.</i>	*Percentage.	1st year—				1st six months	37	0	14	2nd six months	42	11	16½	2nd year	61	5	23½	3rd year	91	9	34½	4th year	116	2	44	<p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.</p> <p>(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)</p>																																																				
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<p>or in lieu of weekly wages the work may be paid at the following piece-work prices:—</p> <p style="text-align: center;">Making Cigars.</p> <table border="1"> <tbody> <tr> <td>2nd year</td> <td>One-third of the piece-work prices</td> <td rowspan="3">} See also clause 13, sub-clause (m)</td> </tr> <tr> <td>3rd year</td> <td>Two-thirds of the piece-work prices.</td> </tr> <tr> <td>4th year</td> <td>Three-quarters of the piece-work prices.</td> </tr> </tbody> </table> <p style="text-align: center;">Sorting and Packing Cigars.</p> <table border="1"> <thead> <tr> <th rowspan="3"></th> <th colspan="6">In Boxes of—</th> <th rowspan="3">} Plus 3 per centum. See also clause 13, sub-clause (m).</th> </tr> <tr> <th>500 cigars.</th> <th>250 cigars.</th> <th>100 cigars.</th> <th>50 cigars.</th> <th>25 cigars.</th> <th>10 cigars.</th> </tr> <tr> <th>per 1,000.</th> <th>per 1,000.</th> <th>per 1,000.</th> <th>per 1,000.</th> <th>per 1,000.</th> <th>per 1,000.</th> </tr> <tr> <th></th> <th><i>s.</i></th> <th><i>d.</i></th> <th><i>s.</i></th> <th><i>d.</i></th> <th><i>s.</i></th> <th><i>d.</i></th> <th><i>s.</i></th> <th><i>d.</i></th> </tr> </thead> <tbody> <tr> <td>1st year</td> <td>1</td> <td>1·2</td> <td>1</td> <td>1·2</td> <td>1</td> <td>4·5</td> <td>1</td> <td>7·8</td> <td>2</td> <td>2·4</td> </tr> <tr> <td>2nd year</td> <td>1</td> <td>4·5</td> <td>1</td> <td>4·5</td> <td>1</td> <td>7·8</td> <td>2</td> <td>5·7</td> <td>2</td> <td>9</td> </tr> <tr> <td>3rd year</td> <td>1</td> <td>7·8</td> <td>1</td> <td>7·8</td> <td>1</td> <td>11·1</td> <td>2</td> <td>2·4</td> <td>3</td> <td>0·3</td> </tr> <tr> <td>4th year</td> <td>2</td> <td>2·4</td> <td>2</td> <td>2·4</td> <td>2</td> <td>5·7</td> <td>2</td> <td>9</td> <td>3</td> <td>6·9</td> </tr> </tbody> </table>		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.		In Boxes of—						} Plus 3 per centum. See also clause 13, sub-clause (m).	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.		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	1st year	1	1·2	1	1·2	1	4·5	1	7·8	2	2·4	2nd year	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	4th year	2	2·4	2	2·4	2	5·7	2	9	3	6·9	<p>IMPROVERS.</p> <p>One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.</p> <p>One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.</p>
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* 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	42 11	16½	42 11	16½	48 10	18½	48 10	18½
Turning bunches	42 11	16½	42 11	16½	48 10	18½	48 10	18½
Stripping fillers	42 11	16½	42 11	16½	48 10	18½	54 9	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	73 3	27½	79 2	30	108 11	41½	140 7	53½
Turning bunches	73 3	27½	79 2	30	108 11	41½	140 7	53½
Stripping fillers		Piecework prices		Piecework prices		Piecework prices		Piecework 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 26s. per week of 40 hours	54 1	20½	60 1	22½	73 3	27½	92 5	35	115 6	43½	150 6	57	190 9	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	46 2	26	53 8	30½	61 8	34½	69 3	39
Stripping and booking cigar bunch wrapper leaf	99 10	56½	99 10	56½	99 10	56½	99 10	56½
Ringing cigars	46 2	26	53 8	30½	61 8	34½	69 3	39
Stripping fillers	46 2	26	53 8	30½	61 8	34½	69 3	39
Packing cigars, viz. :—								
Havanotte	46 2	26	53 8	30½	61 8	34½	69 3	39
Royal Bengals	46 2	26	53 8	30½	61 8	34½	69 3	39
Bonanzas	46 2	26	53 8	30½	61 8	34½	69 3	39
Gem of East Cigarillos	46 2	26	53 8	30½	61 8	34½	69 3	39
Swiss	46 2	26	53 8	30½	61 8	34½	69 3	39
Cartons or parcels	46 2	26	53 8	30½	61 8	34½	69 3	39
Machine work, viz. :—								
Making bunches	46 2	26	53 8	30½	61 8	34½	69 3	39
Covering cigars	46 2	26	53 8	30½	61 8	34½	69 3	39
Swiss	46 2	26	53 8	30½	61 8	34½	69 3	39
Lucky Hit	46 2	26	53 8	30½	61 8	34½	69 3	39
Havanettes	46 2	26	53 8	30½	61 8	34½	69 3	39
Senoritas	46 2	26	53 8	30½	61 8	34½	69 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.

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> 76 9	% 43½	<i>s. d.</i> 92 4	% 52	Piece-work prices Minimum wage	Piece-work prices Minimum wage
Stripping and booking cigar bunch wrapper leaf	130 6	73½	138 5	78		
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	" rowspan="4">Making throughout		"		"	"
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 177s. 6d. per week of 40 hours	58 2	32½	72 9	41	87 5	49½	97 7	55	111 10	63	128 3	72½	145 7	82

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

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.
	<i>£ s. d.</i>
Strippers and bookers of cigar covering leaf (males)	13 8 5
Strippers and bookers of cigar covering leaf (females)	9 15 6
Strippers and bookers of cigar bunch wrapper leaf (females)	9 5 0
Cigar box makers (males)	13 11 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	9 1 0
Stripping fillers (males)	13 4 0
All others (males)	13 4 0
" " (females) 75 per cent. of the Basic Wage	8 17 6

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 pieceworkers who work on piecework the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Adults	Age.	Males.		Females.	
		Per Week.		Per Week.	
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14 years of age	14	145 0	103 2		
15 " "	15	29 10	33 7		
16 " "	16	32 11	41 10		
17 " "	17	40 2	50 6		
18 " "	18	50 9	56 3		
19 " "	19	63 4	64 4		
20 " "	20	82 8	73 11		
		104 10	83 11		

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