

Workers of 17½ and under 18 years of age, from 22s. 6d. per week to 25s. per week.

Workers of 18 and under 18½ years of age, from 27s. per week to 29s. 6d. per week.

Workers of 18½ and under 19 years of age, from 28s. 6d. per week to 31s. 6d. per week.

Workers of 19 and under 19½ years of age, from 29s. 6d. per week to 32s. 6d. per week.

Workers of 19½ and under 20 years of age, from 30s. 6d. per week to 33s. 6d. per week.

Workers of 20 and under 20½ years of age, from 31s. 6d. per week to 34s. 6d. per week.

Workers of 20½ and under 21 years of age, from 32s. 6d. per week to 36s. per week.

Workers of 21 years of age and upwards, from 35s. per week to 38s. 6d. per week.

Provided that learners in the manufacture of cigarettes by hand, of the age of 16 years and over, who enter the Hand Cigarette Making Branch of the trade for the first time, and who are employed on time work may be employed for a period of three months at a general minimum time-rate 20 per cent. below the general minimum time-rate applicable, as set out above.

Provided also that the above general minimum time-rates shall not apply during the first 12 months of their learnership to Learners to Hand or Mould Cigar-making as defined in the Notice issued by the Trade Board and dated 6th December, 1919.

SECTION III.—(a) The above minimum rates are for a week of 48 hours, and, except as set out below, are subject to a proportionate deduction according as the number of hours of employment is less than 48.

(b) Provided that in the case of whole-time workers employed by the week or longer period, where the number of hours customarily worked per week in the establishment agreed between the employer and worker is less than 48;

(i) the weekly wage payable and applicable shall be not less than that set out above;

(ii) the weekly wage payable and applicable shall be subject to a proportionate deduction according as the number of hours of employment is less than the number customarily worked in the establishment;

(iii) the weekly wage payable and applicable shall be subject to a proportionate increase according as the number of hours of employment up to 48 (excluding hours to which overtime rates are applicable as set out in Part II. below) is greater than the number customarily worked in the establishment.

NOTE.—Proviso (b) shall not apply in cases where the number of hours customarily worked per week in the establishment is less than 48 by reason of systematic short time being worked.

SECTION IV.—For the purpose of the application of the above rates to workers employed on piece-work, in accordance with the provisions of Section 6 (1) (b) of the Trade Boards Act, 1918, each piece-rate paid must be such as would yield in the circumstances of the case to an Ordinary Worker not less than the weekly wage, as set out in Sections I. and II. above, or, in cases where the number of hours customarily worked is less

than 48, the rate applicable as provided by Section III. (b) above.

## PART II.

### *Proposed Variation of Overtime Rates.*

Overtime Rates, calculated on the General Minimum Time Rates set out above in the manner set out in the Schedule of the Notice issued by the Trade Board and dated 5th August, 1919, shall apply in substitution for the above General Minimum Time Rates, in respect of all hours worked in excess of the number of hours therein declared by the Trade Board to be the normal number of hours of work in the trade.

## PART III.

The above Minimum Rates of Wages shall apply, subject to the provisions of the Trade Boards Acts, to all workers in Great Britain who are employed during the whole or any part of their time in any branch of the trade specified in the Trade Boards (Tobacco) Order, 1919, that is to say, the manufacture of Tobacco, Cigars, Cigarettes, Cigarette Tubes and Snuff, including all preparatory processes, and including also the operations of storing and store-keeping, boxing, packeting, labelling, parcelling and despatching, and all other warehousing and packing operations incidental to the manufacture of any of the above-mentioned articles.

Notwithstanding anything hereinbefore contained, the above rates shall not apply to Apprentices to Cigar-Making who are working under Indentures of Apprenticeship.

## PART IV.

The above Minimum Rates of Wages are without prejudice to workers who are earning higher rates of wages.

The Trade Board will consider any Objections to the above Proposals to Vary which may be lodged with them within two months from 14th April, 1920. Such Objections should be in writing and signed by the person making the same (adding his or her full name and address), and should be sent to the Secretary of the Tobacco Trade Board (Great Britain), 5, Chancery Lane, London, W.C. 2.

It is desirable that the Objections should state precisely, and so far as possible with reasons, what is objected to.

Dated the Thirteenth day of April, 1920.

Signed by Order of the Trade Board,

*F. Popplewell,*  
Secretary.

Office of Trade Boards,  
5, Chancery Lane, London, W.C. 2.

## NOTICE OF INTENDED DISTRIBUTION OF NAVAL SALVAGE MONEY.

*Department of the Accountant-General of the Navy,*

*Admiralty, S.W. 1.*

16th April, 1920.

Notice is hereby given to the Officers, Seamen and Marines, and to all persons interested therein, that the distribution of the awards for the salvage of the undermentioned vessels by His Majesty's Ships will commence on Saturday, the 17th instant, in the Prize