CTORIA

GOVERNMENT GAZETTE.

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No. 1121

FRIDAY, OCTOBER 3.

[1930

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

Norg.—(a) This Determination on the 13th Outober, 1930, applied to the whole of the State of Victoria.

(b) On the 23rd August, 1927, the power given to the Shops Board No. 7 (Country Shops Assistants) to determine the lowest prices or rates which may be paid to persons employed as described in (c) of the preamble hereto, was conferred exclusively on this Board.

IN accordance with the provisions of the Factories and Shops Act 1928 (No. 3677) the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in a restaurant, coffee palace, hotel, eating house, fish or cyster shop, or any premises for which a colonial wine licence or billiard table licence is in force, or which are occupied as a club, but not including persons subject to the jurisdiction of the Fish and Poultry Board;
- (b) employed in the business of a caterer;
- (c) employed whole or part time selling confectionery or pastry in any place in which the business of a restaurant is
- has made the following Determination, namely:-(1) That on the 13th October, 1930, the last previous Determination of this Board shall be revoked and replaced by this Determination.

HOTELS. (2) APPRENTICES AND IMPROVERS. (a) Wages (see below for Deductions where Board or Lodging is Provided). PROPORTION (IN ANY PLACE). Within a radius of 25 miles of the General Post In all other parts of Victoria. Office, Melbourne; and in the Town of Mildura. MALES OR TEMALES. Females. Males. Females. Males. Apprentices. One apprentice to every three or fraction of three orkers receiving not less than the minimum wage. Per Week of 48 Hours. Per Week of 48 Hours. s. d. s. d. s. d. s. d. Improvers. Improvers employed in the One improver to every four or fraction of four 18 years of age or under 19 years of age ... 49 0 orkers receiving not less than the minimum wage. 60 70 54 64 0 54 64 0 20 years of age Apprentices and Improvers all other 31 0 16 years of age or under 17 years of age ... 36 0 31 0 6 36 0 44 6 50 0 39 45 50 39 45 44 50 ŏ 6 years of age 0 55 Minimum Minimum 19 years of age wage Minimum wage Minimum 66 61 6 20 years of age ... wage Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as Deductions per follows: Board of three meals on each day
Board of three meals on 18 4 16 0 16 0 each day other than the employee's weekly day off 14 5 1ត 6 15 6 6 0 9

Lodging

OTHER EMPLOYEES.

		V	Tages (see below to	r Deductions when	e Board or Lodg	ing is Provided)	•	
		of the Gener	ius of 25 miles al Post Office, i in the Town of dura.	Within a radio the principal Geel	post office at	In all other pa	rts of Victoria	
		Males.	Females.	Males.	Females.	Malea.	Females.	
		Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	
		s. d.	s. d.	4. d.			. ,	
Barmen		94 6	P. 4.	91 6	s. d.	88 6	●. d.	
Cellarmen		109 6		106 6		103 6	•••	
Assistant cellarman		94 6		91 6	::	88 6		
Steward		94 6		91 6		88 6		
Barmaids		1	71 6	J	68 6	1	66 6	
First cook where the number of persons em in the kitchen is—	ployed				""		00 0	
Eight or more	• •	133 6	98 0	130 6	95 0	120 0	81 0	
Five, six, or seven	• -	116 0	78 0	113 0	75 0	104 0	68 Ö	
Three or four	• •	110 0	71 0	107 0	68 0	94 0	66 0	
Other first cooks or cook working singly Second cook where the number of person		104 0	70 0	101 0	67 0	89 0	65 0	
ployed in the kitchen is—	ns em-	1			i			
Eight or more					i .			
Five, six, or seven	• •	116 0	78 0	113 0	75 0	99 0	68 0	
Other second cooks	••	104 0	70 0	101 0	67 0	89 0	60 0	
Night or relieving cook when the num	ber of	98 0	66 0	95 0	63 0	86 6	58 0	
persons employed in the kitchen is-	061 01							
Eight or more		116 0	1	110 0	ì	00 0		
Five, six, or seven	• • • • • • • • • • • • • • • • • • • •	104 0		113 0 101 0		99 0	••	
Other night or relieving cooks		98 0		95 0	•••	89 0	••	
Larder cook		101 0	66 0	98 0	63 0	86 6 86 6	٠٠٠٠	
Pastrycook	• • •	104 0	66 0	101 0	63 0	89 0	58 0 60 0	
Stove, grill, fish, third, or breakfast cook		98 0	62 0	95 0	59 0	86 6	56 0	
Vegetable or assistant cook		96 0	60 0	93 0	57 0	85 0	55 O	
Oysterman	• •	92 0		89 0	l ""	84 0	00.0	
Pantryman or kitchenman		92 0		89 0	::	84 0		
Storeman		94 6		91 6	::	88 0		
Head waiter	••	94 6		91 6		88 0		
Other waiters	• •	92 0		89 0		84 0	:	
Night porter	• •	92 0		89 0	۱	84 0		
Day porter Billiardroom attendant		92 0		89 0	••	84 0	••	
Commissionaire or messances	. ••	92 0		89 0	•••	84 0		
Housekeeper, Stewardess, or Manageress	••	92 0	70.0	89 0		84 0		
Laundress	••	••	73 6 62 0	••	70 6	••	66 0	
Head waitress	••		,	••	59 0		54 0	
Other waitresses	••	••	62 0 58 0	••	59 0	••	54 0	
Pantrymaid or kitchenmaid	::	••	59 0	••	55 0 56 0	••	51 0	
Housemaid		· • •	59 0	∷.4	56 O		51 0 51 0	
Persons not otherwise provided for		92 0	59 0	89 0	56 0	84 0	51 0 51 0	
Deductions from the above rates when	n the		, 55 5		, 00 0	. 0± 0	0.0	
employee is supplied, by the employer board or lodging as follows:—	, with		. Dec	luctions per we	ek.			
Board of three meals on each day		18 4	18 4]	17 0	17 0	16 0	16 0	
Board of three meals on each day othe	r than		ì				0	
the employee's weekly day off	•••	15 9	15 9	14 6	14 6	14 6	14 6	
Lodging	••	60	80	60	60	5 0	4 0	
Midden maitees (1, 15, 1			Per	week of 20 hou	rs.		_	
Midday waitress (employed only between	11.40							
a.m. and 3 p.m.)	••	••	30 0	••	27 0	· · · I	25 0	

⁽b) OVERTIME.—Any employee, who in any week works for any time in excess of the number of hours fixed, shall be paid for such extra time at the rate of time and a half, calculated on the rates fixed without board and lodging.

Males 2s. 9d. per hour, with a minimum of 6s. for work done on any one day.

Females .. 2s. per hour, with a minimum of 5a for work done on any one day.

⁽c) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid—

⁽d) SPECIAL RATES.—The special rates payable to persons for work done on New Year's Day, Union Picnic Day (within a radius of 25 miles of the General Post Office, Melbourne; in the town of Mildura; and within a radius of 5 miles of the principal post office at Geelong), Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day shall be time and a half, calculated on the rates fixed without board and lodging; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-numed helicays, the special rate shall only be payable for work done on the day so substituted.

⁽e) TERMINATION OF EMPLOYMENT.—Except in the case of a casual employee, 48 hours' notice of termination of employment shall be given by either employer or worker.

CLUBS.

				PROPORTION (IN ANY PLACE).
WAGES PE	WEEK OF	48 Hours.		PROPORTION (IN ART 2120-27.
	.	Males.	Females.	
	ļ-			MALES OB FEMALES.
		s. d.	s. d.	Apprentices.
lst six months' experience		20 0 26 0	17 0 23 0	One apprentice to every three or fraction of three workers
2nd " " 3rd " "	::	29 6	26 6 29 0	receiving not less than the minimum wage.
tth ,, ,, 5th ,, ,,	::	32 6 38 6	Minimum	. Improvers.
6th ,, ,,		45 0	wage Minimum wage	One improver to every four or fraction of four workers
4th years' ,		57 6	Minimum wage	receiving not less than the minimum wage.
Thereafter		Minimum wage	Minimum wage	

OTHER EMPLOYEES.

										• WA	ees.	
								Within the	General	of 25 miles of Post Office, ourne.	In all other pa	rts of Victoria.
		_						Mal	es.	Females.	Males.	Females.
								Per We		Per week of 48 hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
								8.	d.	s. d.	e. d.	s. d.
								88	6		86 6	••
Steward	••		• •		_ ib_ bital	han i	· · ·	, w	•			į.
Steward First cook where	the nun	aber of p	ersons e	mpioyea i	treme RICC	HOIL I		118	6	79 6	118 6	79 6
Eight or mor	:e	••	• •	••	••	••	••	102	ő	66 6	102 6	66 6
Five, six, or	seven	••	• •	••	••	••		92	6	64 6	92 6	64 6
Three or fou	r .	••.		• •	••	••		89	6	64 6	87 0	64 6
Other first cooks	or cook	employed	i sıngiy	A	number	of	persons	"	•			
Second. or nig	ht or 1	relieving,	cook	when the	Humber	OL	Persons	ļ				1
employed in the	e kitche	n is						97	6	66 6	97 6	66 6
Eight or mo		••	. • •	••	••	••		87	6	58 6	87 6	58 6
Five, six, or			• •	• •	••	••	• • • • • • • • • • • • • • • • • • • •	86	6	56 6	85 0	56 6
Less than fiv	re		• •	• •	••	••	•	86	6	56 6	85 0	56 6
Larder cook	• •	• •	• •	• •	••	••	• • • • • • • • • • • • • • • • • • • •	89	ŏ	58 6	87 6	58 6
Pastrycook		. • •	. * *	••	••	• •		86	ě	54 6	85 0	54 6
Stove, grill, third	l, or bre	akfast co	0k	• •	••		::	85	ŏ	54 6	83 6	54 6
Vegetable or ass	istant co	ook	• •	•• .	••		• • • • • • • • • • • • • • • • • • • •	84	-	l	82 6	
Oysterman		••	• •	••	••	• •	• • • • • • • • • • • • • • • • • • • •	84			82 6	
Pantryman or ki	itchenm	an	• •	••	• •	••	• • • • • • • • • • • • • • • • • • • •	84		1	84 6	1
Storeman	• •	• •	• •	••	••	••		86			86 6	
Head waiter			• •	• •	••	• •		84	-	1	82 6	••
Other waiters			• •	• •	••	• •	• • • • • • • • • • • • • • • • • • • •	84		1	82 6	· · ·
Night porter	• •	• •	• •	••	••	• •	••	84		·	82 6	
Day porter		• •	• •	• •	••	• •		84		1	82 6	
Billiardroom att	endant	••	• •	••	• •	• •	•••	84			82 6	· · ·
Commissionaire	or messe	enger	• •	• •	••	• •				64 6		64 6
Housekeeper, St	ewardes	s, or Man	ageress	••	••	• •	••			· 52 6	٠	52 6
Laundress		••	• •	• •	••	• •	••	1		52 6		52 6
Head waitress		••	• •	••	••	• •	• •			49 6	1	49 6
Other waitresses	3		• •	••	••		• • • • • • • • • • • • • • • • • • • •	1		49 6	l	49 6
Pantrymaid or l	citchenn	naid	••	• •	• •	••	• •			49 6]	49 6
Counterhand		••	• •	••	••	• •		1		49 6	٠.	49 6
Housemaid		::	• •	••	• •			84	ั้ด	49 6	81 9	_49 6
Persons not other	erwise p	rovided fo	o r	••	••	• •	•••	"		Per week	1	Per weel
								.		of		of 20 hours
								1		20 hours.	1	
Midday waitres	s or mi	idday kit	chenma	id or pant	rymaid (e	mpl	oyed only	1		25 0	1	25 0
between 11.40	a.m. at	nd 3 p.m.)	• • •	••	• •	•••	1	••	1 20 0	1	1

^{*}Except in the case of an apprentice, an improver, a midday waitress, a midday pantrymaid, or a casual employee, the minimum wage shall be, where the employer—

⁽i) Boards the employee and provides three meals per day, one of which shall be a hot meal, 16s. 10d. per week less;
(ii) Boards the employee and provides three meals per day, where hot meals are not provided, 10s. 6d. per week less;
(iii) Provides only two meals per day for an employee who is employed for not more than three-fourths of the maximum number of hours fixed as a week's work, 10s. 6d. per week less; or

⁽iv) Boards and lodges the employee, 21s. 10d. per week less,

(a)

(b)	OVERTIME.	-The following	rates shall	be	paid for	overtime-
		THO : OHO WINE	TOTOS OHOLI	00	paid 10L	Overtime-

(i) Persons employed in the bar-

For all work done outside a period of 12 hours per day from the time of their beginning to the time of their ending work

For all work done in any week (within a period of 12 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work

Time and a half

Calculated on the rates fixed without board and rodging.

(ii) All other persons-

For all work done outside a period of 14 hours per day from the time of their beginning to the time of their ending work

For all work done in any week (within a period of 14 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work

neir
Time and a half
Time and a half
Time and a half
Time and a half

(c) Casual Labour.—Casual employees (i.e. persons employed during any week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid—

	-	For the first 5 hours' work done on any one day.	Thereafter.	
		Per Hour.	Per Hour.	-
Males	••	2s. 6d.	28.	With a minimum of 6s. for work done on any one day
Females	••	2s.	ls. 6d.	With a minimum of 5s. for work done on any one day.

⁽d) TRAVELLING.—The special rate to be paid to employees who work away from their employer's place of business for time occupied in travelling between the employer's place of business and work, or between the employee's residence and work, shall be 2s.

(4) RESTAURANTS, COFFEE PALACES, EATINGHOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.

		Wages per	week of	8 Hours.			
				Ма	les.	Females.	PROPORTION (IN ANY PLACE).
et et	mont	h's experience		s. 20	d. 0	s. d. 17 0	MALES OR FEMALES.
ind Frd	**	**	••	26	0	23 0	4
lth	"	**	••	29	6	26 6	Apprentices.
th	**	**	••	32	6	29 0	One apprentice to
	",	**		38	6	Minimum wage.	One apprentice to every three or fraction of three workers received not less than the minimum wage.
th	++	**		45	0	Minimum	
th ye	ar's	**		57	6	wage. Minimum	Improvers,
here	after			Minin Wag		wage. Minimum wage.	One improver to every four or fraction of four workers received not less than the minimum wage.

OTHER EMPLOYEES.

,		* w	ages.				
	Within a radius General Post C	of 25 miles of the	In all other pa	In all other parts of Victoria.			
	Males.	Females.	Mnles.	Females.			
•	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.			
Barmen or cellarmen (employed in or in connexion with wine saloons) Barmaids (employed in or in connexion with wine saloons) First cook where the number of persons employed in the kitchen is—	s. d. 91 0 	s. d. 67 0	s. d. 91 0	s. d. 67 0			
Five, six, or seven Three or four Other first cooks or cook employed singly Second cook where the number of persons employed is the bid.	115 6 99 6 89 6 87 0	77 6 64 6 62 6 62 6	115 6 99 6 89 6 84 6	77 6 64 6 62 6 62 6			
Eight or more Five, six, or seven Other second cooks	94 6 84 7.6 83 6	64 6 56 6 54 6	94 6 84 6 82 0	64 6 56 6 54 6			

⁽c) Special Rates.—The special rates payable to persons for work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day shall be time and a half, calculated on the rates fixed without board and lodging: but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

⁽f) Univers.—Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white uniform) such uniform shall be provided by the employer.

OTHER EMPLOYEES—continued.

							• w	ages.	
		-					of 25 miles of the Office, Melbourne.	In all other pa	rts of Victoria.
						Males.	Females.	Males.	Females.
	_	•				Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
						s. d.	s. d.	s. d.	s. d.
Night or relieving cook	• •	• •	••	• •		83 6	54 6	82 0	54 6
Larder cook	••	• •	••	• •	• • •	83 6	54 6	82 0	54 6
Pastrycook	••	• •	••	• •	• •	86 0	56 6	84 6	56 6
Stove, grill, third, or breakfast	cook	• •	• •	• •	••	83 6	52 6	82 0	52 6
Vegetable or assistant cook	• •	• •	• •		• •	82 0	52 6	80 6	52 6
Oysterman	••	• •		• •	• •	81 6		796,	
Pantryman or kitchenman	• •		• •	••	••	81 6		79 6	
Storeman	• •			• •	• •	83 6		83 6	
Head waiter		• •				83 6		83 6	
Other waiters	••		٠.	~		81 6		79 6	
Night porter		•• `	• •			81 6		79 6	
Day porter		• •		••		81 6		- 79 6	l
Billiardroom attendant	• •				••	81 6	٠.	79 6	
Commissionaire or messenger						81 6	l	79 6	
Housekeeper or Stewardess			••			••	62 6		62 6
Laundress							50 6		50 6
Head waitress		••	••	••			50 6		50 6
Other waitresses							47 6		47 6
Pantrymaid or kitchenmaid	• •	••	••	• •			47 6		47 6
Counterhand		••					47 6	l ::	47 6
Housemaid				•••			47 6		47 6
Persons not otherwise provided		•••				81 6	47 6	78 9	47 6
							Per Week of 20 Hours		Per Week
Midday waitress or midday k , only between 11.40 a.m. and			pantryn	naid (em.)	ployed		25 0	••	25 0

^{*}Except in the case of an apprentice, an improver, a midday waitress, a midday pantrymaid, or a casual employee the minimum wage shall be where the employer—

- (i) Boards the employee and provides three meals per day, one of which shall be a hot meal, 15s. 4d. per week less;
- (ii) Boards the employee and provides three meals per day, where hot meals are not provided, 10s. 6d. per week less;
- (iii) Provides only two meals per day for an employee who is employed for not more than three-fourths of the maximum number of hours fixed as a week's work, 10s. 6d. per week less; or
- (iv) Boards and lodges the employee, 20s. per week less.
- (b) OVERTIME.—The following rates shall be paid for overtime—
 - (i) Persons employed in wine saloons-

(ii) All other persons-

For all work done outside a period of 14 hours per day from the time of their beginning to the time of their ending work

For all work done in any week (within a period of 14 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work

Calculated on the rates fixed without board and board and oldging.

(c) Casual Labour.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid—

(i) All casual workers other than those employed by caterers-

	For the first 5 hours' work done on any one day.	Thereafter.	
	 Per Hour.	Per Hour.	_
Males	 2s. 6d.	28.	With a minimum of 6s. for work done on any one day.
Females	 2s.	1s. 6d.	With a minimum of 5s. for work done on any one day.

(ii)	Casual worl	ers emplo	yed in	the business	of a cat	erer—			-					
	Persons	employed	on rad	cecourses										
	В	armen Il others—		••	••	••	••	3s.	8d. per h	our)				
		Males Female			••	••	••		2d. per he		With a		a4 4 1	
	Persons			ow grounds, p	ienie gro	unds, o	r recrea		<pre>ld, per ho grounds—</pre>			done on a		urs' pay for lay.
	M	ales		••	••			3s.	2d. per he	our [-	•
	F	emales		••				2s.	ld, per h	our J				
	Persons	employed	on a	shop day (i.e	., person	s emple	oyed pr	epar	ing for a t	funct	ion on th	e day befo	ore such	function or
	clea	ning up or	the d	lay after such	function	a)— ~	-	-	-			•		
		ales		*		´		15	s, 2d, per	day (of 8 hours			
	F	emales			••				per day o					
	Where t	he empley l 1s. per d	er doe	s not provide								ahop da y	such wo	rker shall be
	. —	_	he	For the first 5 ours' work done a any one day.	Ther	cafter.		day, whic	except in h takes j	n the place	case of between	work do 12.30 p.	ne at a m. and	on any one ny function 3 p.m. or
	Mal Fen	1	:	Per Hour. 2s. 6d. 2s.	" :	Hour. 2s. 6d.				paid :				he minimum y shall be 6s. 5s.

(d) Travelling.—The special rate to be paid to employees who work away from their employer's place of business for time occupied in travelling between the employer's place of business and work, or between the employee's residence and work, shall be 2s, per hour.

(e) Special Rates.—The special rate to be paid to casual workers employed in the business of a caterer for work done on Sunday, Good Friday, or Christmas Day shall be double time, and the special rate to be paid to all other employees for work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day shall be time and a half, calculated on the rates fixed without board and lodging; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(f) Uniforms.—Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white uniform) such uniform shall be provided by the employer.

J. K. McCASKILL, J.P., Chairman.

W. L. HARRINGTON,

Secretary.

Melbourne, 23rd September, 1930.