



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD:

NOTE.—(a) This Determination on the 27th April, 1931, 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 oyster 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 carried on,"

has made the following Determination, namely:—

(1) That on the 27th April, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

HOTELS.

(a) APPRENTICES AND IMPROVERS.

	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 Office, Melbourne; and in the Town of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 48 Hours.		Per Week of 48 Hours.		
	s. d.	s. d.	s. d.	s. d.	MALES OR FEMALES.
<i>Apprentices.</i>					
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.					
<i>Improvers.</i>					
One improver to every four or fraction of four workers receiving not less than the minimum wage.					
Improvers employed in the bar—					
18 years of age or under ..	49 6	49 6	44 0	44 0	
19 years of age	54 0	54 0	48 7	48 7	
20 years of age	63 0	63 0	57 7	57 7	
Apprentices and all other Improvers,—					
18 years of age or under ..	32 5	32 5	27 10	27 10	
17 years of age	40 0	40 0	35 6	35 6	
18 years of age	45 0	45 0	40 6	40 6	
19 years of age	50 0	Minimum wage	45 6	Minimum wage	
20 years of age	60 0	Minimum wage	55 4	Minimum wage	
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—	Deductions per week.				
Board of three meals on each day.	18 4	18 4	16 0	16 0	
Board of three meals on each day other than the employee's weekly day off	15 9	15 9	14 6	14 6	
Lodging	6 0	6 0	5 0	4 0	

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

One improver to every four or fraction of four workers receiving not less than the minimum wage.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).					
	Within a radius of 25 miles of the General Post Office, Melbourne, and in the Town of Mildura.		Within a radius of 5 miles of the principal post office at Geelong.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.	Males.	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.
Barmen	s. d. 85 0	s. d. ..	s. d. 82 4	s. d. ..	s. d. 78 8	s. d. ..
Cellarmen	98 6	..	95 11	..	93 2	..
Assistant cellarman	85 0	..	82 4	..	79 8	..
Steward	85 0	..	82 4	..	79 8	..
Barmaids .. .. .	..	64 4	..	61 8	..	59 10
First cook where the number of persons employed in the kitchen is—						
Eight or more	120 2	88 2	117 6	85 6	108 0	72 11
Five, six, or seven	104 5	70 2	101 8	67 6	93 7	61 2
Three or four	99 0	63 11	96 4	61 2	84 7	59 5
Other first cooks or cook working singly	93 7	63 0	90 11	60 3	80 2	58 6
Second cook where the number of persons em- ployed in the kitchen is—						
Eight or more	104 5	70 2	101 8	67 6	89 1	61 2
Five, six, or seven	93 7	63 0	90 11	60 3	80 2	54 0
Other second cooks	88 2	59 5	85 6	56 8	77 10	52 2
Night or relieving cook when the number of persons employed in the kitchen is—						
Eight or more	104 5	..	101 8	..	89 1	..
Five, six, or seven	93 7	..	90 11	..	80 2	..
Other night or relieving cooks	88 2	..	85 6	..	77 10	..
Larder cook	90 11	59 5	88 2	56 8	77 10	52 2
Pastrycook	93 7	56 8	90 11	56 8	80 2	54 0
Stove, grill, fish, third, or breakfast cook	88 2	55 9	85 6	53 1	77 10	50 5
Vegetable or assistant cook	86 5	54 0	83 8	51 4	76 6	49 6
Oysterman	82 9	..	80 2	..	75 7	..
Pantryman or kitchenman	82 9	..	80 2	..	75 7	..
Storeman	85 0	..	82 4	..	79 2	..
Head waiter	85 0	..	82 4	..	79 2	..
Other waiters	82 9	..	80 2	..	75 7	..
Night porter	82 9	..	80 2	..	75 7	..
Day porter	82 9	..	80 2	..	75 7	..
Billiardroom attendant	82 9	..	80 2	..	75 7	..
Commissionaire or messenger	82 9	..	80 2	..	75 7	..
Housekeeper, Stewardess, or Managersess .. .. .	..	66 2	..	63 6	..	59 5
Laundress .. .. .	..	55 10	..	53 1	..	48 7
Head waitress .. .. .	..	55 10	..	53 1	..	48 7
Other waitresses .. .. .	..	52 2	..	49 6	..	45 10
Pantrymaid or kitchenmaid .. .. .	..	53 1	..	50 5	..	45 10
Housemaid .. .. .	..	53 1	..	50 5	..	45 10
Persons not otherwise provided for	82 9	53 1	80 2	50 5	75 7	45 10
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—						
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 other than the employee's weekly day off	15 9	15 9	14 6	14 6	14 6	14 6
Lodging	6 0	6 0	6 0	6 0	5 0	4 0
Midday waitress (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	27 0	..	24 4	..	22 6

(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.

(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—

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

Females 1s. 10d. per hour, with a minimum of 5s. for work done on any one day.

(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-named holidays, 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.

(a) APPRENTICES OR IMPROVERS.				
WAGES PER WEEK OF 48 HOURS.			PROPORTION (IN ANY PLACE).	
	Males.	Females.	MALES OR FEMALES.	
	s. d.	s. d.	Apprentices.	
1st six months' experience ..	18 0	15 3	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
2nd " " ..	23 6	20 9		
3rd " " ..	26 6	24 0		
4th " " ..	29 3	26 0		
5th " " ..	34 9	Minimum wage		
6th " " ..	40 6	Minimum wage	Improvers.	
4th years' ..	51 9	Minimum wage	One improver to every four or fraction of four workers receiving not less than the minimum wage.	
Thereafter ..	Minimum wage	Minimum wage		

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts 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.
Steward ..	s. d. 79 9	s. d. ..	s. d. 78 0	s. d. ..
First cook where the number of persons employed in the kitchen is—				
Eight or more ..	106 9	71 6	106 9	71 6
Five, six, or seven ..	92 3	60 0	92 3	60 0
Three or four ..	83 3	58 0	83 3	58 0
Other first cooks or cook employed singly ..	80 7	58 0	78 3	58 0
Second, or night or relieving, cook when the number of persons employed in the kitchen is—				
Eight or more ..	87 9	60 0	87 9	60 0
Five, six, or seven ..	78 9	52 9	78 9	52 9
Less than five ..	77 10	51 0	76 6	51 0
Larder cook ..	77 10	51 0	76 6	51 0
Pastrycook ..	80 1	52 9	78 9	52 9
Stove, grill, third, or breakfast cook ..	77 10	49 0	76 6	49 0
Vegetable or assistant cook ..	76 6	49 0	75 3	49 0
Oysterman ..	76 0	..	74 3	..
Pantryman or kitchenman ..	76 0	..	74 3	..
Storeman ..	76 0	..	76 0	..
Head waiter ..	77 10	..	77 10	..
Other waiters ..	76 0	..	74 3	..
Night porter ..	76 0	..	74 3	..
Day porter ..	76 0	..	74 3	..
Billiardroom attendant ..	76 0	..	74 3	..
Commissionaire or messenger ..	76 0	..	74 3	..
Housekeeper, Stewardess, or Manageress ..	..	58 0	..	58 0
Laundress ..	..	47 3	..	47 3
Head waitresses ..	..	47 3	..	47 3
Other waitresses ..	..	44 6	..	44 6
Pantrymaid or kitchenmaid ..	..	44 6	..	44 6
Counterhand ..	..	44 6	..	44 6
Housemaid ..	..	44 6	..	44 6
Persons not otherwise provided for ..	76 0	44 6	73 9	44 6
		Per week of 20 hours.		Per week of 20 hours.
Midday waitresses or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) ..	..	22 6	..	22 6

† Except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, the minimum wage shall be, where the employer—

- Boards the employee and provides three meals per day, one of which shall be a hot meal, 15s. 2d. per week less;
- Boards the employee and provides three meals per day, where hot meals are not provided, 9s. 6d. per week less;
- 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, 9s. 6d. per week less; or
- Board and lodges the employee, 19s. 8d. per week less.

(b) OVERTIME.—The following rates shall be paid for 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 Time and a half { Calculated on the rates fixed without board and lodging.

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

(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 Time and a half { Calculated on the rates fixed without board and lodging.

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 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. 3d.	1s. 10d.	{ With a minimum of 6s. for work done on any one day
Females ..	1s. 10d.	1s. 4d.	{ 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. per hour.

(e) 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) 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.

(4)

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

(a) APPRENTICES OR IMPROVERS.

Wages per week of 48 Hours.			PROPORTION (IN ANY PLACE).
	Males.	Females.	
	s. d.	s. d.	MALES OR FEMALES.
1st six months' experience ..	18 0	15 3	Apprentices.
2nd " " ..	23 6	20 9	
3rd " " ..	26 6	24 0	
4th " " ..	29 3	26 0	
5th " " ..	34 9	Minimum wage.	
6th " " ..	40 6	Minimum wage.	Improvers.
4th year's ..	51 9	Minimum wage.	
Thereafter ..	Minimum wage.	Minimum wage.	

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

One improver to every four or fraction of four workers receiving not less than the minimum wage.

OTHER EMPLOYEES.

	Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts 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.
Barmen or cellarmen (employed in or in connexion with wine saloons)	82 0		82 0	
Barmen (employed in or in connexion with wine saloons) ..		60 3		60 3
First cook where the number of persons employed in the kitchen is—				
Eight or more ..	104 0	69 9	104 0	69 9
Five, six, or seven ..	89 6	58 0	89 6	58 0
Three or four ..	80 6	56 3	80 6	56 3
Other first cooks or cook employed singly ..	78 3	56 3	76 0	56 3
Second cook where the number of persons employed in the kitchen is—				
Eight or more ..	85 0	58 0	85 0	58 0
Five, six, or seven ..	76 0	51 0	76 0	51 0
Other second cooks ..	75 3	49 0	73 9	49 0

OTHER EMPLOYEES—continued.

	Wages.			
	Within a radius of 25 miles of the the General Post Office, Melbourne.		In all other parts 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	75 3	49 0	73 9	49 0
Larder cook	75 3	49 0	73 9	49 0
Pastrycook	77 6	51 0	76 0	51 0
Stove, grill, third, or breakfast cook	75 3	47 3	73 9	47 3
Vegetable or assistant cook	73 9	47 3	72 6	47 3
Oysterman	73 6	..	71 6	..
Pantryman or kitchenman	73 6	..	71 6	..
Storeman	75 3	..	75 3	..
Head waiter	75 3	..	75 3	..
Other waiters	73 6	..	71 6	..
Night porter	73 6	..	71 6	..
Day porter	73 6	..	71 6	..
Billiardroom attendant	73 6	..	71 6	..
Commissionaire or messenger	73 6	..	71 6	..
Housekeeper or Stewardess .. .. .	..	56 3	..	56 3
Laundress .. .. .	..	45 6	..	45 6
Head waitress .. .. .	..	45 6	..	45 6
Other waitresses .. .. .	..	42 9	..	42 9
Pantrymaid or kitchenmaid .. .. .	..	42 9	..	42 9
Counterhand .. .. .	..	42 9	..	42 9
Housemaid .. .. .	..	42 9	..	42 9
Persons not otherwise provided for	73 6	..	71 0	42 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11:40 a.m. and 3 p.m.) .. .. .	..	Per Week of 20 Hours 22 6	..	Per Week of 20 Hours 22 6

* Except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or 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, 13s. 10d. per week less;
- (ii) Boards the employee and provides three meals per day, where hot meals are not provided, 9s. 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, 9s. 6d. per week less; or
- (iv) Boards and lodges the employee, 18s. per week less.

(b) OVERTIME.—The following rates shall be paid for overtime—

- (i) Persons employed in wine saloons—

For all work done outside a period of 11 hours per day from the time of their beginning to the time of their ending work	Time and a half	} Calculated on the rates fixed without board and lodging.
For all work done in any week (within a period of 11 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	

- (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	Time and a half	} Calculated on the rates fixed without board and lodging.
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	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—

- (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. 3d.	1s. 10d.	{ With a minimum of 6s. for work done on any one day.
Females ..	1s. 10d.	1s. 4d.	

(ii) Casual workers employed in the business of a caterer—

Persons employed on racecourses—

Barmen 3s. 4d. per hour

All others—

Males 2s. 10d. per hour

Females 1s. 10½d. per hour

Persons employed on show grounds, picnic grounds, or recreation grounds—

Males 2s. 10d. per hour

Females 1s. 10½d. per hour

Persons employed on a shop day (i.e., persons employed preparing for a function on the day before such function or cleaning up on the day after such function)—

Males 13s. 8d. per day of 8 hours.

Females 8s. 2d. per day of 8 hours.

Where the employer does not provide a midday meal for a casual worker employed on a shop day such worker shall be paid 1s. per day extra.

All others—

—	For the first 5 hours' work done on any one day.		Thereafter.	With a minimum for each day as follows:— For employees who work only during a theatre interval, viz., between 9 p.m. and 10 p.m. 2s. 6d. For employees who work at any function which takes place between 12.30 p.m. and 3 p.m. or between 5.30 p.m. and 8 p.m. on any day— Males 6s. Females 5s. For any other employee 4 hours' pay.
	Per Hour.	Per Hour.		
Males ..	2s. 3d.	1s. 10d.		
Females ..	1s. 10d.	1s. 4d.		

(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, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 13th April, 1931.