VICTORIA

GOVERNMENT GAZETTE

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Factories and Shops Acts.

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

NOTE.—This Determination on the 1st September, 1935, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which since the 8th day of July, 1935, has had the power 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, 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 Shops Board No. 10 (Fish and Poultry);

(*b*) employed in the business of a caterer;

(*c*) employed in connexion with the sale of aerated waters, fruit juice drinks, cordials, coffee, chocolate, cocoa, milk, or any other non-intoxicating beverage whatsoever consumed on the premises;

(*d*) 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 1st September, 1935, 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 OR FEMALES.
	Males.	Females.	Males.	Females.	*Apprentices.*
	Per Week of 48 Hours.		Per Week of 48 Hours.		
	s. d.	*s. d.*	*s. d.*	*s. d.*	
Improvers employed in the bar—					One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
18 years of age or under ..	43 6	..	43 6	..	*Improvers.*
19 years of age	47 0	..	47 0	..	Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.
20 years of age	55 6	..	55 6	..	
Apprentices and all other Improvers—					
16 years of age or under ..	28 6	48 9	23 6	45 9	
17 years of age	35 0	48 9	30 0	45 9	
18 years of age	39 0	48 9	34 0	45 9	
19 years of age	44 0	48 9	39 0	45 9	
20 years of age	52 0	48 9	47 0	45 9	
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	13 5	13 5	12 3	12 3	
Board of three meals on each day other than the employee's weekly day off	11 6	11 6	11 6	11 6	
Lodging	4 9	4 9	4 9	4 9	

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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Barman	77 6	..	76 6	..	74 6	..
Cellarman	88 6	..	87 6	..	85 6	..
Assistant Cellarman	77 6	..	76 6	..	74 6	..
Steward	77 6	..	76 6	..	74 6	..
Barmaids	..	61 9	..	58 9	..	58 9
First cook where number of persons employed in kitchen is—						
Eight or more	114 6	87 9	113 6	84 9	111 6	84 9
Five, six, or seven	97 0	67 9	96 0	64 9	94 0	64 9
Three or four	91 0	60 9	90 0	57 9	88 0	57 9
Other first cooks, or cook employed alone	85 0	59 9	84 0	56 9	82 0	56 9
Second cook where number of persons employed in kitchen is—						
Eight or more	97 0	67 9	96 0	64 9	94 0	64 9
Five, six, or seven	85 0	59 9	84 0	56 9	82 0	56 9
Other second cooks	79 0	55 9	78 0	52 9	76 0	52 9
Night or relieving cook where number of persons employed in kitchen is—						
Eight or more	97 0	67 9	96 0	64 9	94 0	64 9
Five, six, or seven	85 0	59 9	84 0	56 9	82 0	56 9
Other night or relieving cooks	79 0	55 9	78 0	52 9	76 0	52 9
Larder cook	82 0	55 9	81 0	52 9	79 0	52 9
Pastrycook	85 0	55 9	84 0	52 9	82 0	52 9
Stove, grill, fish, third or breakfast cook	79 0	51 9	78 0	48 9	76 0	48 9
Vegetable or assistant cook	77 0	49 9	76 0	46 9	74 0	46 9
Oysterman	73 0	..	72 0	..	70 0	..
Pantryman or kitchenman	73 0	..	72 0	..	70 0	..
Storeman	75 6	..	74 6	..	72 6	..
Head waiter	78 6	..	77 6	..	75 6	..
Other waiters	73 0	..	72 0	..	70 0	..
Night porter	73 0	..	72 0	..	70 0	..
Day porter	73 0	..	72 0	..	70 0	..
Billiardroom attendant	73 0	..	72 0	..	70 0	..
Commissionaire or messenger	73 0	..	72 0	..	70 0	..
Housekeeper, stewardess, or manageress	..	63 3	..	60 3	..	60 3
Laundress	..	51 9	..	48 9	..	48 9
Head waitress	..	51 9	..	48 9	..	48 9
Other waitresses	..	47 9	..	44 9	..	44 9
Pantrymaid or kitchenmaid	..	48 9	..	45 9	..	45 9
Housemaid	..	48 9	..	45 9	..	45 9
Persons not otherwise provided for	73 0	48 9	72 0	45 9	70 0	45 9
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	13 5	13 5	12 3	12 3	12 3	12 3
Board of three meals on each day other than on the employee's weekly day off	11 6	11 6	11 6	11 6	11 6	11 6
Lodging	4 9	4 9	4 9	4 9	4 9	4 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	Per Week of 20 Hours. 24 0	..	Per Week of 20 Hours. 21 0	..	Per Week of 20 Hours. 21 0

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

(i) Persons employed in the bar—

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 or in excess of 9 hours in any one day .. 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 13 hours per day from the time of their beginning to the time of their ending work or in excess of 10 hours in any one day .. Time and a half. } Calculated on the rates fixed without board and lodging.

For all work done in any week (within a period of 13 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*) TERMS OF EMPLOYMENT.—All employees other than casual employees shall be engaged by the week and shall be paid weekly. Except in the case of misconduct by an employee forty-eight hours notice shall be given by the employer or employee to terminate employment, or in lieu of such notice, two days wages shall be paid by the employer or forfeited by the employee. When notice of termination of service has been given, employees shall be paid within 24 hours from the expiry of such notice.

(*d*) 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 .. .. Time and a quarter with a minimum of 5s. for a lunch waiter, or 6s. for any other engagement.

Females .. 2s. 3d. per hour with a minimum of 4s. 6d. for each engagement.

(*e*) LIVING IN ALLOWANCE.—No employee shall be compelled to board on the premises where he or she is employed. If the employer desires the employee to board on the premises where he or she is employed, then meals and accommodation shall be provided by the employer without any deduction in wages. If the employer and employee mutually agree that meals and accommodation shall be provided the amounts to be deducted shall be those set out in clause (*a*).

(*f*) SPECIAL RATES.—The special rate to be paid for all work done on Sundays by persons employed in the bar shall be time and a half, and the special rate to be paid to any person for all work done on New Year's Day, Australia Day (26th January), Union Picnic Day, Good Friday, Easter Monday, King's Birthday, Labour Day (21st April), Anzac Day, 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.

(*g*) ANNUAL LEAVE.—Persons employed in the bar shall be granted two weeks' leave of absence on full pay, and all other persons one week's leave of absence on full pay on completion of each twelve calendar month's service. Such leave may be applied for and shall commence at any time within two months of such leave of absence becoming due. A *pro rata* leave of absence on full pay shall be granted to any employee who has worked three months or over. An employee shall receive at least seven days' notice of the day on which his annual leave is to begin.

(*h*) UNIFORMS.—Where an employer insists on an employee wearing a house uniform whilst at work, the employer shall provide such uniforms and pay for the washing and ironing of same.

(*i*) DEFINITIONS.—" Barman or Barmaid " shall mean and be deemed to be a person usually employed for more than two hours in any one day or night in the sale of liquor over the bar, either wholesale or retail, in any hotel or other licensed premises.

" Cellarman " is an employee in charge of, responsible for, and substantially engaged in looking after the contents of the cellar of an hotel.

" Assistant Cellarman " shall mean and be deemed to be a person who is substantially engaged in working in the cellar of an hotel.

(3) CLUBS.

(*a*) APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 48 HOURS.	Males.	Females.	PROPORTION (IN ANY PLACE).
	s. d.	*s. d.*	MALES OR FEMALES.
			Apprentices.
1st six months' experience ..	15 3	13 6	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
2nd " " ..	21 0	19 6	
3rd " " ..	24 0	22 9	
4th " " ..	27 0	25 0	
5th " " ..	32 9	Minimum wage	
6th " " ..	38 9	Minimum wage	*Improvers.*
4th year's " ..	50 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, the Cities of Bendigo, Ballarat, Geelong and Warrnambool, and the Town of Mildura.		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.*
Steward	70 3	..	68 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	97 9	68 3	97 9	68 3
Five, six, or seven	82 6	55 9	82 6	55 9
Three or four	73 9	53 3	73 9	53 3
Other first cooks or cook employed alone	70 3	53 3	68 3	53 3
Second, or night or relieving, cook when the number of persons employed in the kitchen is—				
Eight or more	78 9	55 9	78 9	55 9
Five, six, or seven	69 3	48 3	69 3	48 3
Less than five	67 9	46 3	66 6	46 3
Larder cook	67 9	46 3	66 6	46 3
Pastrycook	69 9	48 3	68 6	48 3
Stove, grill, third, or breakfast cook	67 9	44 0	66 6	44 0
Vegetable or assistant cook	66 6	44 0	65 0	44 0
Oysterman	66 0	..	64 3	..
Pantryman or kitchenman	66 0	..	64 3	..
Storeman	66 0	..	66 0	..
Head waiter	67 9	..	67 9	..
Other waiters	66 0	..	64 3	..
Night porter	66 0	..	64 3	..
Day porter	66 0	..	64 3	..
Billiardroom attendant	66 0	..	64 3	..
Commissionaire or messenger	66 0	..	64 3	..
Housekeeper, Stewardess, or Manageress	..	53 3	..	53 3
Laundress	..	42 6	..	42 6
Head waitress	..	42 6	..	42 6
Other waitresses	..	40 0	..	40 0
Pantrymaid or kitchenmaid	..	40 0	..	40 0
Counterhand	..	40 0	..	40 0
Housemaid	..	40 0	..	40 0
Persons not otherwise provided for	66 0	40 0 Per week of 20 hours.	63 9	40 0 Per week of 20 hours.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	21 6	..	18 0

† 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, 12s. 9d. per week less;

(ii) boards the employee and provides three meals per day, where hot meals are not provided, 8s. 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, 8s. per week less; or

(iv) board and lodges the employee, 17s. 6d. 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 13 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 13 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. 7d.	With a minimum of 6s. 9d. for work done on any one day.
Females ..	1s. 9d.	1s. 2d.	With a minimum of 5s. 3d. 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, Australia Day (26th January,) Good Friday, Easter Monday, Labour Day (21st April), Anzac Day, 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, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.

(*a*) APPRENTICES OR IMPROVERS.

Wages per week of 48 Hours.	Males.	Females.	PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	s. d.	s. d.	
1st six months' experience ..	15 0	13 3	*Apprentices.*
2nd ,, ,, ..	20 9	19 3	
3rd ,, ,, ..	23 9	22 6	
4th ,, ,, ..	26 9	24 6	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
5th ,, ,, ..	32 6	Minimum wage.	
6th ,, ,, ..	39 6	Minimum wage.	*Improvers.*
4th year's ,, ..	50 6	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.
	s. d.	s. d.	s. d.	s. d.
Barmen or cellarmen (employed in or in connexion with wine saloons) ..	72 3	..	72 3	..
Barmaids (employed in or in connexion with wine saloons)	..	55 6	..	55 6
First cook where the number of persons employed in the kitchen is—				
Eight or more	95 0	66 6	95 0	66 6
Five, six, or seven	80 0	53 9	80 0	53 9
Three or four	72 3	51 6	72 3	51 6
Other first cooks or cook employed alone	70 0	51 6	67 9	51 6
Second cook where the number of persons employed in the kitchen is—				
Eight or more	76 0	53 9	76 0	53 9
Five, six, or seven	66 6	46 6	66 6	46 6
Other second cooks	66 3	44 3	64 9	44 3

OTHER EMPLOYEES—*continued.*

—	Wages.* Within a radius of 25 miles of the General Post Office, Melbourne. Males. Per Week of 48 Hours.	Females. Per Week of 48 Hours.	In all other parts of Victoria. Males. Per Week of 48 Hours.	Females. Per Week of 48 Hours.
	s. d.	s. d.	s. d.	s. d.
Night or relieving cook	66 6	44 3	64 9	44 3
Larder cook	66 6	44 3	64 9	44 3
Pastrycook	67 9	45 0	66 0	45 0
Stove, grill, third, or breakfast cook	66 6	42 3	64 9	42 3
Vegetable or assistant cook	63 6	42 3	62 3	42 3
Oysterman	63 0	..	61 0	..
Pantryman or kitchenman	63 0	..	61 0	..
Storeman	66 6	..	66 6	..
Head waiter	66 6	..	66 6	..
Other waiters	63 0	..	61 0	..
Night porter	63 0	..	61 0	..
Day porter	63 0	..	61 0	..
Billiard-room attendant	63 0	..	61 0	..
Commissionaire or messenger	63 0	..	61 0	..
Housekeeper or Stewardess	..	51 6	..	51 6
Laundress	..	40 9	..	40 9
Head waitress	..	40 9	..	40 9
Other waitresses	..	38 9	..	38 9
Pantrymaid or kitchenmaid	..	38 9	..	38 9
Counterhand	..	38 9	..	38 9
Housemaid	..	38 9	..	38 9
Persons not otherwise provided for	63 0	38 9	61 0	38 9
		Per week of 20 Hours.		Per week of 20 Hours.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	21 0	..	18 0

* 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, 11s. 6d. per week less;

(ii) boards the employee and provides three meals per day, where hot meals are not provided, 7s. 9d. 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, 7s. 9d. per week less; or

(iv) boards and lodges the employee, 16s. 3d. 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 13 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 13 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. 1d.	1s. 8d.	With a minimum of 3 hours pay for work done on any one day.
Females	1s. 8d.	1s. 3d.	With a minimum of 3 hours pay for work done on any one day.

OTHER EMPLOYEES—*continued.*

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

Persons employed on racecourses—

Barmen	3s. 2d. per hour	With a minimum of 4 hours' pay for work done on any one day.
All others—		
Males	2s. 9d. per hour	
Females	1s. 9d. per hour	
Persons employed on show grounds, picnic grounds, or recreation grounds—		
Males	2s. 9d. per hour	
Females	1s. 9d. 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	12s. 3d. per day of 8 hours.
Females	7s. 6d. 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.
	Per Hour.	Per Hour.
Males	2s. 2d.	1s. 9d.
Females	1s. 9d.	1s. 4d.

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

(*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, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), Anzac Day, 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.

A. S. HAUSER, P.M., Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 19th August, 1935.

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