



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper]

No. 154]

SATURDAY, AUGUST 15.

[1936

Factories and Shops Acts.

## DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

NOTE.—This Determination on the 24th August, 1936, 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 24th August, 1936, 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.	
Improvers employed in the bar—					
18 years of age or under ..	43 6	..	43 6	..	
19 years of age .. ..	47 0	..	47 0	..	
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	

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>
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.

### PROPORTION (IN ANY PLACE).

#### MALES OR FEMALES.

#### Apprentices.

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

#### Improvers.

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.

## 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 Mordial.		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.
Barman .. .. .	s. d. 77 6	s. d. ..	s. d. 76 6	s. d. ..	s. d. 74 6	s. d. ..
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—						
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 less than the maximum number of hours fixed in this determination as a week's work) shall be paid—

Males .. .. . Time and a half with a minimum of 5s. per day for a lunch waiter, or 6s. per day 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.

(3) 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 ..	16 0	13 9	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
2nd " " ..	21 9	20 6		
3rd " " ..	25 0	23 9		
4th " " ..	28 3	26 0		
5th " " ..	34 3	Minimum wage	Improvers.	
6th " " ..	41 0	Minimum wage		
4th year's " ..	53 3	Minimum wage		
Thereafter .. ..	Minimum wage	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, 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 .. ..	73 6	..	73 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more .. ..	102 6	70 6	102 6	70 6
Five, six, or seven .. ..	86 6	58 6	86 6	58 6
Three or four .. ..	77 3	56 0	77 3	56 0
Other first cooks or cook employed alone .. ..	73 6	56 0	71 6	56 0
Second, or night or relieving, cook when the number of persons employed in the kitchen is—				
Eight or more .. ..	82 6	58 6	82 6	58 6
Five, six, or seven .. ..	72 6	50 6	72 6	50 6
Less than five .. ..	71 0	48 6	69 6	48 6
Larder cook .. ..	71 0	48 6	69 6	48 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. ..	73 0	50 6	72 6	50 6
Stove, grill, third, or breakfast cook .. ..	71 0	46 0	69 6	46 0
Vegetable or assistant cook .. ..	69 6	46 0	68 0	46 0
Oysterman .. ..	72 0	..	70 6	..
Pantryman or kitchenman .. ..	69 0	..	67 6	..
Storeman .. ..	69 0	..	69 0	..
Head waiter .. ..	71 0	..	71 0	..
Other waiters .. ..	69 0	..	67 6	..
Night porter .. ..	69 0	..	67 6	..
Day porter .. ..	69 0	..	67 6	..
Billiardroom attendant .. ..	69 0	..	67 6	..
Commissionaire or messenger .. ..	69 0	..	67 6	..
Housekeeper, Stewardess, or Manageress .. ..	..	56 0	..	56 0
Laundress .. ..	..	44 6	..	44 6
Head waitress .. ..	..	44 6	..	44 6
Other waitresses .. ..	..	42 0	..	42 0
Pantrymaid or kitchenmaid .. ..	..	42 0	..	42 0
Counterhand .. ..	..	42 0	..	42 0
Housemaid .. ..	..	42 0	..	42 0
Persons not otherwise provided for .. ..	69 0	42 0	67 6	42 0
		Per Week of 20 Hours.		Per Week of 20 Hours.
		Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress 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—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 12s. 9d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 8s. per week less;
- (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 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  
 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 lodging.

## (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  
 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

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—

	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 (23rd 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.

## (g) DEFINITIONS.—"Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

## (2) "Substantial Meal".—A substantial meal shall consist of food other than that usually classed as light refreshments (such as pies, pasties, &amp;c.).

## (4)

**RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.**

## (a)

**APPRENTICES OR IMPROVERS.**

Wages per week of 48 Hours.				PROPORTION (IN ANY PLACE).  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.
	Males.	Females.		
	s. d.	s. d.		
	15 9	13 9		
1st six months' experience ..	21 9	20 6		
2nd " " " " ..	25 0	23 6		
3rd " " " " ..	28 0	25 6		
4th " " " " ..	34 0	Minimum wage.		
5th " " " " ..	41 6	Minimum wage.		
6th " " " " ..	53 0	Minimum wage.		
4th year's " " " " ..	Minimum wage.	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 cellarman (employed in or in connexion with wine saloons) ..	75 9	..	75 9	..
Barmaids (employed in or in connexion with wine saloons) ..	..	58 9	..	58 9
First cook where the number of persons employed in the kitchen is—				
Eight or more ..	99 6	70 0	99 6	70 0
Five, six, or seven ..	84 0	56 6	84 0	56 6
Three or four ..	75 9	54 0	75 9	54 0
Other first cooks or cook employed alone ..	73 6	54 0	71 3	54 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more ..	79 6	56 6	79 6	56 6
Five, six, or seven ..	69 6	48 9	69 9	48 9
Other second cooks ..	69 6	46 6	68 0	46 6

## OTHER EMPLOYEES—continued.

	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.
Night or relieving cook .. .. .	s. d. 69 9	s. d. 46 6	s. d. 67 9	s. d. 46 6
Larder cook .. .. .	69 9	46 6	67 9	46 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	71 0	47 3	69 3	47 3
Stove, grill, third, or breakfast cook .. .. .	69 6	44 6	67 9	44 6
Vegetable or assistant cook .. .. .	66 6	44 6	65 3	44 6
Oysterman .. .. .	69 0		69 0	
Pantryman or kitchenman .. .. .	66 0		64 0	
Storeman .. .. .	69 9		69 9	
Head waiter .. .. .	69 9		69 9	
Other waiters .. .. .	66 0		64 0	
Night porter .. .. .	66 0		64 0	
Day porter .. .. .	66 0		64 0	
Billiard-room attendant .. .. .	66 0		64 0	
Commissionaire or messenger .. .. .	66 0		64 0	
Housekeeper or Stewardess .. .. .		54 0		54 0
Laundress .. .. .		43 0		43 0
Head waitress .. .. .		43 0		43 0
Other waitresses .. .. .		41 0		41 0
Pantrymaid or kitchenmaid .. .. .		41 0		41 0
Counterhand .. .. .		41 0		41 0
Housemaid .. .. .		41 0		41 0
Persons not otherwise provided for .. .. .	66 0	41 0	64 0	41 0
		Per Week of 20 Hours.		Per week of 20 Hours.
		Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress 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—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 11s. 6d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 7s. 9d. per week less;
- (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 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.

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

Persons employed on racecourses—

Barmen .. .. . 3s. 2d. per hour

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

{ With a minimum of 4 hours' pay for work done on any one day.

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.	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. 2d.	1s. 9d.	
Females	..	1s. 9d.	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, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), Anzac Day, King's Birthday (23rd 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.

(g) DEFINITIONS.—(1) "Sweets cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

(2) "Substantial meal" shall consist of food other than that usually classed as light refreshments (such as pies, pasties, &c.).

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

W. L. HARRINGTON, Secretary.

Melbourne, 10th August, 1936.