VICTORIA
GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

NOTE.—On the 6th May, 1940, the following trade was proclaimed an Apprenticeship Trade as carried on in the Metropolitan District.

Cooking in hotels, clubs, restaurants, eating houses, coffee palaces in which three or more adults are permanently employed in the kitchen.

Full particulars of the Apprenticeship Regulations for this trade may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 21st day of November, 1938 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 any other Board heretofore appointed;

(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 14th June 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

HOTELS.

(See also clause 32 regarding the provision of periodical adjustment of wages for the hotel section.)

(2) APPRENTICES AND IMPROVERS.

—	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. Males.	Females.	In all other parts of Victoria. Males.	Females.	—
	Per Week of 44 hours.		Per Week of 44 hours.		
	s. d.	s. d.	s. d.	s. d.	
Improvers employed in the bar—					PROPORTION (IN ANY PLACE). MALES OR FEMALES.
18 years of age or under ..	51 0	..	51 0	..	
19 years of age	55 6	..	55 6	..	*Apprentices.*
20 years of age	65 6	..	65 6	..	
Apprentices and all other Improvers—					One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
16 years of age or under ..	33 6	55 3	28 3	52 0	
17 years of age	41 0	55 3	35 6	52 0	*Improvers.*
18 years of age	45 6	55 3	40 3	52 0	
19 years of age	51 9	55 3	46 0	52 0	
20 years of age	62 3	55 3	55 6	52 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.
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, within a radius of 5 miles of the principal Post Office at Geelong, and in the Town of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	s. d.	s. d.	s. d.	s. d.
Barman	93 6	..	90 6	..
Cellarman	104 6	..	101 6	..
Assistant Cellarman	93 6	..	90 6	..
Steward	93 6	..	90 6	..
Barmaids	..	69 9	..	66 9
First cook where number of persons employed in kitchen is—				
Eight or more	130 6	95 9	127 6	92 9
Five, six, or seven	113 0	75 9	110 0	72 9
Three or four	107 0	68 9	104 0	65 9
Other first cooks, or cook employed alone	101 0	67 9	98 0	64 9
Second cook where number of persons employed in kitchen is—				
Eight or more	113 0	75 9	110 0	72 9
Five, six, or seven	101 0	67 9	98 0	64 9
Other second cooks	95 0	63 9	92 0	60 9
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	113 0	75 9	110 0	72 9
Five, six, or seven	101 0	67 9	98 0	64 9
Other night or relieving cooks	95 0	63 9	92 0	60 9
Larder cook	98 0	63 9	95 0	60 9
Pastrycook	101 0	63 9	98 0	60 9
Stove, grill, fish, third or breakfast cook	95 0	59 9	92 0	56 9
Vegetable or assistant cook	93 0	57 9	90 0	54 9
Oysterman	89 0	..	86 0	..
Pantryman or kitchenman	89 0	..	86 0	..
Storeman	91 6	..	88 6	..
Head waiter	94 6	..	91 6	..
Other waiters	89 0	..	86 0	..
Night porter	89 0	..	86 0	..
Day porter	89 0	..	86 0	..
Billiard-room attendant	89 0	..	86 0	..
Commissionaire or messenger	89 0	..	86 0	..
Housekeeper, stewardess, or manageress	..	71 3	..	68 3
Laundress	..	59 9	..	56 9
Head waitress	..	59 9	..	56 9
Other waitresses	..	55 9	..	52 9
Pantrymaid or kitchenmaid	..	56 9	..	53 9
Housemaid	..	56 9	..	53 9
Persons not otherwise provided for	89 0	56 9	86 0	53 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 on the employee's weekly day off	11 6	11 6	11 6	11 6
Lodging	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 30 6	..	Per week of 20 hours 27 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

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

(*a*) 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	

(*b*) 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	

(4) 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.

(5) CASUAL LABOUR.—Casual employee shall mean and be deemed to be any employee engaged for less period than the working week of 44 hours on the class of employment for which the casual is employed. This clause shall not apply to employees engaged by the week.

Casual employees 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. each engagement.

Casual employees shall be entitled to all fares exceeding 3d. per day necessarily incurred.

(6) 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 (2).

(7) 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, Union Picnic Day, Good Friday, Easter Monday, King's Birthday, Labour 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.

(8) 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 months' 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.

(9) Definitions.—

(*a*) "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.

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

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

CLUBS.

(10) Apprentices or Improvers.

Wages per Week of 44 Hours.	Males.	Females.	Proportion (in any Place).
	s. d.	s. d.	Males or Females.
Under 16 years of age	21 9	21 9	*Apprentices.* One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
16 years of age	29 6	23 3	
17 ,,	33 6	26 3	
18 ,,	40 3	28 3	*Improvers.* One improver to every four or fraction of four workers receiving not less than the minimum wage.
19 ,,	48 3	30 3	
20 ,,	62 6	35 6	

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. Per Week of 44 Hours.	Females. Per Week of 44 Hours.	Males. Per Week of 44 Hours.	Females. Per Week of 44 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	89 6	..	89 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	118 6	78 6	118 6	78 6
Five, six, or seven	102 6	66 6	102 6	66 6
Three or four	93 3	64 0	93 3	64 0
Other first cooks or cook employed alone	89 3	64 0	87 6	64 0
Second, or night or relieving, cook when the number of persons employed in the kitchen is—				
Eight or more	98 6	66 6	98 6	66 6
Five, six, or seven	88 6	58 6	88 6	58 6
Less than five	87 0	56 6	85 6	56 6
Larder cook	87 0	56 6	85 6	56 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	89 0	58 6	88 6	58 6
Stove, grill, third, or breakfast cook	87 0	54 0	85 6	54 0
Vegetable or assistant cook	85 6	54 0	84 6	54 0
Oysterman	88 0	..	86 6	..
Pantryman or kitchenman	85 0	..	83 6	..
Storeman	85 0	..	85 0	..
Head waiter	87 0	..	87 0	..
Other waiters	85 0	..	83 6	..
Night porter	85 0	..	83 6	..
Day porter	85 0	..	83 6	..
Billiard-room attendant	85 0	..	83 6	..
Commissionaire or messenger	85 0	..	83 6	..
Housekeeper, Stewardess, or Manageress	..	64 0	..	64 0
Laundress	..	52 0	..	52 6
Head waitress or Supervisor	..	52 6	..	52 6
Other waitresses	..	50 0	..	50 0
Pantrymaid or kitchenmaid	..	50 0	..	50 0
Counterhand	..	50 0	..	50 0
Housemaid	..	50 0	..	50 0
Persons not otherwise provided for	85 0	50 0 Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.	83 6	50 0 Per week of 20 hours. 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.)	..	29 6	..	29 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

† 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—

(*a*) boards the employee and provides three meals per day, one of which shall be a substantial meal, 14s. 10d. per week less;

(*b*) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. 4d. per week less;

(*c*) 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., 9s. 4d. per week less; or

(*d*) boards and lodges the employee, 20s. 1d. per week less.

Notwithstanding any other condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week the amount to be allowed as a deduction for each day shall be $^{2}/_{17}$ of the amount herein provided for a weekly deduction.

(11) Terms of Employment.—Employees (other than casual employees, midday waitresses and midday kitchenmaids or pantrymaids) who in any week work for less than 44 hours, shall for such week be paid as follows:—

(*a*) For work done during a week in which any of the public holidays mentioned in clause (15) occurs:—

(i) Time and a third for all work done on days other than the public holiday

(ii) The rate fixed in clause (15) for work done on the public holiday

} Provided that the earnings of an employee in any such week shall not exceed ordinary wages rates for an ordinary week's work plus such amount of the special rate fixed in clause (15) as is greater than ordinary time.

(*b*) For work done during any other week.—Time and a third up to but not exceeding ordinary wages rates for an ordinary week's work.

(12) Overtime.—The following rates shall be paid for overtime:—

(*a*) Persons employed in the bar—		Calculated on the rates fixed without any deductions for board and/or lodging.
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	
(*b*) All other persons—		Calculated on the rates fixed without any deductions for board and/or lodging.
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	

(13) 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.	
	s. d.	*s. d.*	
Males	2 5	1 9	With a minimum of 7s. 3d. for work done on any one day
Females	1 10	1 3	With a minimum of 5s. 6d. for work done on any one day

(14) 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.

(15) Special Rates.—The special rates payable to persons for work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, 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.

(16) 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.

(17) Annual Leave.—All persons (other than Casual Employees) employed in clubs shall be granted one week's leave of absence on full pay on completion of each twelve calendar months' service. Such leave may be applied for and shall commence at any time within two months of becoming due, provided that if an employee leaves or is dismissed before being granted leave, he or she shall be entitled to a week's wage in lieu of same. An employee shall receive at least seven days' notice of the day on which his annual leave is to begin. An employee who leaves or is dismissed after having worked for three months or over shall be entitled to a *pro rata* leave or payment in lieu thereof.

(18) Definitions.—(*a*) "Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

(*b*) "Substantial Meal."—A substantial meal shall consist of food comprising soup, entrée, or joint, vegetables and sweets, and on Fridays, a choice of fish.

(*c*) "Full Pay" shall mean the rate prescribed in the Determination for the class of work performed, without any deductions whatever.

(19) Union Officials Right of Entry.—Any official of the Federated Liquor and Allied Trades Employees Trades Union of Australasia authorized in writing by the Secretary for Labour shall have the right to enter any establishments or premises covered by this Determination in order to inspect time-sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing mentioned on a demand by an employer or his representative for such production.

(20) Termination of Employment.—Employees (other than Casual Employees) shall, except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice two days' pay shall be paid by the employer or forfeited by the employee.

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

(21) Apprentices or Improvers.

	Wages per week of 44 hours.		
	Males.	Females.	Proportion (in any place).
	s. d.	*s. d.*	Males or Females.
Under 16 years of age	21 9	21 3	*Apprentices.* One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
16 years of age	29 3	22 9	
17 ,, ...	33 3	25 9	
18 ,, ...	39 6	27 9	
19 ,, ...	48 0	29 9	
20 ,, ...	61 9	35 0	*Improvers.* 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 44 hours.	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.
	s. d.	s. d.	s. d.	s. d.
Barman, cellarman, assistant cellarman, or barmaids (employed in or in connexion with wine saloons) shall be paid the rates and be subject to the conditions provided for such employees in the Hotels Section of this Determination	..	..	..	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	115 6	78 0	115 6	78 0
Five, six, or seven	100 0	64 6	100 0	64 6
Three or four	91 9	62 0	91 9	62 0
Other first cooks or cook employed alone ..	89 6	62 0	87 3	62 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more	95 6	64 6	95 6	64 6
Five, six, or seven	85 6	56 9	85 9	56 9
Other second cooks	85 6	54 6	84 0	54 6
Night or relieving cook	85 9	54 6	83 9	54 6
Larder cook	85 9	54 6	83 9	54 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	87 0	55 3	85 3	55 3
Stove, grill, third, or breakfast cook	85 6	52 6	83 9	52 6
Vegetable or assistant cook	82 6	52 6	81 3	52 6
Oysterman	85 0	..	85 0	..
Pantryman or kitchenman	82 0	..	80 0	..
Storeman	85 9	..	85 9	..
Head waiter	85 9	..	85 9	..
Other waiters	82 0	..	80 0	..
Night porter	82 0	..	80 0	..
Day porter	82 0	..	80 0	..
Billiard-room attendant	82 0	..	80 0	..
Commissionaire or messenger	82 0	..	80 0	..
Housekeeper or stewardess	..	62 0	..	62 0
Laundress	..	51 0	..	51 0
Head waitress or supervisor	..	51 0	..	51 0
Other waitresses	..	49 0	..	49 0
Pantrymaid or kitchenmaid	..	49 0	..	49 0
Counterhand	..	49 0	..	49 0
Housemaid	..	49 0	..	49 0
Persons not otherwise provided for	82 0	49 0 Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.	80 0	49 0 Per week of 20 Hours. 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.)	..	29 6	..	29 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

† 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—

(*a*) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
(*b*) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
(*c*) 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., 9s. per week less; or
(*d*) boards and lodges the employee, 18s. 8d. per week less.

Provided that where the meals referred to in above clauses (*a*), (*b*) and (*c*) are supplied by an employer who carries on the business of a restaurant, dining-room, eating house, or cafeteria in connexion with a departmental store or emporium the maximum amount which may be deducted for meals supplied shall be 9s. per week.

Notwithstanding any other condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week, the amount to be allowed as a deduction for each day shall be $\frac{1}{6}$ of the amount herein provided for a weekly deduction.

(22) TERMS OF EMPLOYMENT.—Employees (other than casual employees, midday waitresses, and midday kitchenmaids or pantrymaids), who in any week work for less than 44 hours shall for such week be paid as follows:—

(*a*) For work done during a week in which any of the public holidays mentioned in clause (26) occurs:—
(i) Time and a third for all work done on days other than the public holiday
(ii) The rate fixed in clause (26) for work done on the public holiday
} Provided that the earnings of an employee in any such week shall not exceed ordinary wages rates for an ordinary week's work plus such amount of the special rate fixed in clause (26) as is greater than ordinary time.

(*b*) For work done during any other week:—Time and a third up to but not exceeding ordinary wages rates for an ordinary week's work.

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

(a) 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 any deductions for board and/or 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	

(b) 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 any deductions for board and/or 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	

(24) 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—

(a) All casual workers other than those employed by caterers—

—	For the first 5 hours' work done on any one day.	Thereafter.	—
	Per Hour. s. d.	Per Hour. s. d.	
Males	2 3	1 10	With a minimum of 3 hours' pay for work done on any one day.
Females	1 9	1 4	With a minimum of 3 hours' pay for work done on any one day.

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

Persons employed on racecourses—

Barmen .. .. 3s. 11d. per hour

All others—

Males .. .. 3s. 1d. per hour

Females .. .. 1s. 11d. per hour

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

Males .. .. 3s. 1d. per hour

Females .. .. 1s. 11d. 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 .. .. 14s. 7d. per day of 8 hours.

Females .. .. 8s. 8d. 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. 4d.	1s. 11d.	
Females ..	1s. 10d.	1s. 5d.	

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

(25) 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.

(26) 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, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, 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.

(27) 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.

(28) ANNUAL LEAVE.—All persons (other than casual employees) employed in restaurants shall receive one week's leave of absence (exclusive of the holidays mentioned in clause (26)) on full pay on completion of each twelve calendar months' service. Such leave may be applied for and shall commence at any time within four months of becoming due provided that if an employee leaves or is dismissed before being granted leave he or she shall be entitled to payment of a week's wage in lieu of same. An employee shall receive at least seven days' notice of the day on which the annual leave is to begin. An employee who leaves or is dismissed after having worked for three months or over shall be entitled to a *pro rata* leave or payment in lieu thereof.

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

(b) "Substantial meal" shall consist of food comprising soup, entrée, or joint, vegetables and sweets, and on Fridays, a choice of fish.

(c) Full pay shall mean the rate prescribed in the determination for the class of work performed without any deductions whatever.

(d) Departmental store or emporium shall mean an establishment where more than one class of business is carried on, and where under Section 83 of the Factories and Shops Acts such establishment is required to close at the hours prescribed by such section.

(30) TERMINATION OF EMPLOYMENT.—Employees (other than casual employees) shall except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice two days' pay shall be paid by the employer or forfeited by the employee.

(31) UNION OFFICIALS RIGHT OF ENTRY.—Any official of the Federated Liquor and Allied Trades Employees Trades Union of Australasia authorized in writing by the Secretary for Labour shall have the right to enter any establishments or premises covered by this Determination in order to inspect time-sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing mentioned on a demand by the employer or his representative for such production.

(32) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) are based upon the following basic wage rates and pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The basic wage rates hereunder shall be adjusted as prescribed in clause (33).

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.	
		Adult Males.		
Within the area to which this Determination applies	3 16 0	0 6 0	4 2 0	Melbourne

NOTE.—Clauses (32) and (33) shall only operate in the case of employees in the Hotels Section of this Determination.

(33) ADJUSTMENT OF WAGE RATES.—(*a*) For work done between 14th June, 1940, and the beginning of the first pay period to commence in August, 1940, the wages rates hereinbefore prescribed shall be paid.

(*b*) For work done during each future period of or near a quarter beginning with the first pay period to commence in an August, a November, a February or a May, the amounts of the said rates shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this agreement the expression "Commonwealth Statistician's 'All Items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Industrial Registrar.

(1) Adjustment is to be based upon the equating of index number 81·0 with a needs basic wage of 81s., the amount assessed upon that number of the Commonwealth Statistician's declared needs basic wage per week for an adult male.
(2) The index number for Melbourne is to be applied.
(3) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is to be ascertained.
(4) The amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.
(5) That the assigned amount shall for work done during such period of or near a quarter be added to or deducted from the originally prescribed amounts of the rates in accordance with that table.
(6) The division called "original" in the following table is that for the amount of the needs basic wage upon which the rates are to be deemed to have been originally prescribed :—

TABLE.

Original Index Number Division 871—882. (£3 11s.)

Index Number Divisions.		Amounts of Additions or Deductions per Week.	
For Additions.	For Deductions.	Adult Male Employees.	Rates of £1 16s. 6d. or more for Female Employees.
		s. d.	s. d.
871–882	871–882	0 0	0 0
883–895	859–870	1 0	0 6
896–907	846–858	2 0	1 0
908–919	834–845	3 0	1 6
920–932	821–833	4 0	2 0
933–944	809–820	5 0	2 6
945–956	797–808	6 0	3 0
957–969	784–796	7 0	3 6
970–981	772–883	8 0	4 0
982–993	760–771	9 0	4 6

Any extension of this table must be of the same construction as the table.

(*c*) The amounts of the rates of male improvers or juniors and of rates of less than £1 16s. 6d. for female employees shall be adjusted proportionately to the rate of £3 11s. for a male adult calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

A. C. TINGATE, P.M. Chairman.

J. W. RYAN, Secretary.

Melbourne, 30th May, 1940.

By Authority: T. RIDER, Government Printer, Melbourne.