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[1948

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1948.

Dated at Melbourne, this
4th day of November, 1948.

RAY H. BEERS,
Secretary for Labour.

HOTEL AND RESTAURANT BOARD

Clauses 2, 23 and 37 of the Determination made on the 10th August, 1948, and in force on the 14th July, 1948, shall be replaced by the following clauses:—

HOTELS.

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, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		PROPORTION (IN ANY PLACE).
	s. d.	s. d.	s. d.	s. d.	MALES OR FEMALES.
Improvers employed in the bar—					
18 years of age or under ..	84 6	..	84 6	..	
19 years of age	93 0	..	93 0	..	
20 years of age	110 0	..	110 0	..	
Apprentices and all other					
Improvers—					
16 years of age or under ..	55 0	79 3	47 6	76 0	
17 years of age	65 6	79 3	58 0	76 0	
18 years of age	73 6	79 3	65 0	76 0	
19 years of age	85 0	79 3	74 6	76 0	
20 years of age	103 6	79 3	92 0	76 0	
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	
					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.

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.

HOTELS—continued.

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 City of Mildura.		In all other parts of Victoria.	
								Males.	Females.	Males.	Females.
								Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.								s. d.	s. d.	s. d.	s. d.
Barman	..	..	..	..	..	..	..	150 0	..	147 0	..
Cellarman	..	..	..	..	..	..	..	162 0	..	159 0	..
Assistant Cellarman	..	..	..	..	..	..	..	150 0	..	147 0	..
Barmaids	..	..	..	..	..	..	..	..	150 0	..	147 0
PART II.											
First cook where number of persons employed in kitchen is—											
Eight or more	..	..	..	..	..	..	..	190 0	141 6	187 0	139 9
Five, six, or seven	..	..	..	..	..	..	..	180 0	131 6	177 0	129 9
Three or four	..	..	..	..	..	..	..	162 0	113 6	159 0	111 9
Other first cooks, or cook employed alone	..	..	..	..	..	..	..	156 0	107 6	153 0	105 9
Second cook where number of persons employed in kitchen is—											
Eight or more	..	..	..	..	..	..	..	172 6	124 0	169 6	122 3
Five, six, or seven	..	..	..	..	..	..	..	162 6	114 0	159 6	112 3
Other second cooks	..	..	..	..	..	..	..	150 0	105 6	147 0	103 9
Night or relieving cook where number of persons employed in kitchen is—											
Eight or more	..	..	..	..	..	..	..	172 6	124 0	169 6	122 3
Five, six, or seven	..	..	..	..	..	..	..	162 6	114 0	159 6	112 3
Other night or relieving cooks	..	..	..	..	..	..	..	150 0	101 6	147 0	99 9
Larder cook	..	..	..	..	..	..	..	153 0	104 6	150 0	102 9
Pastrycook	..	..	..	..	..	..	..	156 0	107 6	153 0	105 9
Stove, grill, fish, third or breakfast cook	..	..	..	..	..	..	..	150 0	101 6	147 0	99 9
Vegetable or assistant cook	..	..	..	..	..	..	..	147 0	98 6	144 0	96 9
Oysterman	..	..	..	..	..	..	..	140 0	..	137 0	..
Pantryman or kitchenman	..	..	..	..	..	..	..	140 0	..	137 0	..
Storeman	..	..	..	..	..	..	..	147 0	..	144 0	..
Head waiter	..	..	..	..	..	..	..	150 0	..	147 0	..
Other waiters	..	..	..	..	..	..	..	140 0	..	137 0	..
Night porter	..	..	..	..	..	..	..	140 0	..	137 0	..
Day porter	..	..	..	..	..	..	..	140 0	..	137 0	..
Billiard-room attendant	..	..	..	..	..	..	..	140 0	..	137 0	..
Commissionaire or messenger	..	..	..	..	..	..	..	140 0	85 6	137 0	83 9
Housekeeper, stewardess, or manageress	..	..	..	..	..	..	..	..	101 6	..	99 9
Laundress	..	..	..	..	..	..	..	..	89 6	..	87 9
Head waitress	..	..	..	..	..	..	..	..	91 6	..	89 9
Other waitresses	..	..	..	..	..	..	..	..	85 6	..	83 9
Pantrymaid or kitchenmaid	..	..	..	..	..	..	..	..	85 6	..	83 9
Housemaid	..	..	..	..	..	..	..	..	85 6	..	83 9
Persons not otherwise provided for	..	..	..	..	..	..	..	140 0	85 6	137 0	83 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)								..	Per week of 20 hours 51 9	..	Per week of 20 hours 50 9

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.

CLUBS.

23.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.							PROPORTION (IN ANY PLACE).	
Males.			Females.				MALES OR FEMALES.	
Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.		Apprentices.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
Under 16 years of age	36 6	1 0	37 6	36 6	1 0	37 6	Improvers. One improver to every four or fraction of four workers receiving not less than the minimum wage.	
16 years of age	49 0	1 6	50 6	38 6	1 0	39 6		
17 "	57 0	1 6	58 6	45 0	1 3	46 3		
18 "	64 6	1 9	66 3	47 6	1 6	49 0		
19 "	78 6	2 3	80 9	52 0	1 6	53 6		
20 "	101 6	3 0	104 6	58 6	1 9	60 3		

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 City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	146 0	..	146 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	186 0	139 6	186 0	139 6
Five, six, or seven	176 0	129 6	176 0	129 6
Three or four	158 0	111 6	158 0	111 6
Other first cooks or cook employed alone	152 0	105 6	150 3	105 6
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	168 6	122 0	168 6	122 0
Five, six, or seven	158 6	112 0	158 6	112 0
Less than five	146 0	99 6	144 6	99 6
Larder cook	149 0	102 6	148 6	102 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	148 0	100 6	147 6	100 6
Third, stove, grill, fish, or breakfast cook	146 0	99 6	144 6	99 6
Vegetable or assistant cook	143 0	96 6	143 0	96 6
Oysterman	136 0	..	135 6	..
Pantryman or kitchenman	136 0	..	134 6	..
Storeman	143 0	..	143 0	..
Head waiter	146 0	..	146 0	..
Other waiters	136 0	..	134 6	..
Night porter	136 0	..	134 6	..
Day porter	136 0	..	134 6	..
Billiard-room attendant	136 0	..	134 6	..
Commissionaire or messenger	136 0	..	134 6	..
Housekeeper, stewardess, or manageress .. .. .	..	94 6	..	94 6
Laundress .. .. .	..	84 6	..	84 6
Head waitress or supervisor .. .. .	..	84 6	..	84 6
Other waitresses .. .. .	..	80 6	..	80 6
Pantrymaid or kitchenmaid .. .. .	..	80 6	..	80 6
Counterhand .. .. .	..	80 6	..	80 6
Housemaid .. .. .	..	80 6	..	80 6
Linen maid or seamstress .. .. .	..	85 0	..	85 0
Persons not otherwise provided for	136 0	80 6	134 6	80 6
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		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.) .. .. .	..	48 6	..	48 6

NOTE.—*War Loading*—For convenience War Loadings as follows:—

Males .. .. .	..	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids .. .. .	..	1s. 6d. ..
Other females .. .. .	..	2s. 6d. ..

have been included in wages for employees classified under heading of other employees.

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.

† SUBJECT TO:—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m., the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day where substantial meals are not provided, 9s. 0d. 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., 9s. 0d. per week less; or
- (iv) boards and lodges the employee, 21s. 0d. per week less.

Notwithstanding any 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 or who is provided with less meals than those provided for in (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

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

37. (a) APPRENTICES OR IMPROVERS.						
Wages per week of 40 hours.						
	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	36 6	1 0	37 6	36 6	1 0	37 6
16 years of age ..	49 0	1 6	50 6	38 6	1 0	39 6
17 ..	57 0	1 6	58 6	45 0	1 3	46 3
18 ..	64 6	1 9	66 3	47 6	1 6	49 0
19 ..	78 6	2 3	80 9	52 0	1 6	53 6
20 ..	101 6	3 0	104 6	58 6	1 9	60 3

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.

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

(b)

ADULTS.

Barman, Cellarman, Assistant Cellarman, and Barmaids.

	Wages.			
	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 City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Barman, cellarman, or assistant cellarman (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 ..	..	..	..	..
Barmaids (employed in or in connexion with wine saloons) shall be subject to the conditions provided by Clauses 3 to 22 inclusive in the Hotels Section of this Determination ..	..	150 0	..	147 0
Deductions from barmaids' rates when the employee is supplied by the employer with board or lodgings as follows—		Deductions per week.		
Board of three meals on each day ..	..	13 5	..	12 3
Board of three meals on each day other than on the employee's weekly day off ..	..	11 6	..	11 6
Lodging ..	..	4 9	..	4 9

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 40 hours.	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.
First cook where the number of persons employed in the kitchen is—				
Eight or more ..	183 0	139 6	183 0	139 6
Five, six, or seven ..	173 0	129 6	173 0	129 6
Three or four ..	155 0	111 6	155 0	111 6
Other first cooks or cook employed alone ..	149 0	105 6	147 3	105 6
Second cook where the number of persons employed in the kitchen is—				
Eight or more ..	165 6	122 0	165 6	122 0
Five, six, or seven ..	155 6	112 0	155 6	112 0
Other second cooks ..	143 0	99 6	141 6	99 6
Night or relieving cook ..	143 0	99 6	141 6	99 6
Larder cook ..	146 0	102 6	145 6	102 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook ..	145 0	100 6	144 6	100 6
Third, stove, grill, fish, or breakfast cook ..	143 0	99 6	141 6	99 6
Vegetable or assistant cook ..	140 0	96 6	140 0	96 6
Oysterman ..	133 0	..	132 6	..
Pantryman or kitchenman ..	133 0	..	131 6	..
Storeman or storewoman ..	140 0	84 6	140 0	84 6
Head waiter ..	143 0	..	143 0	..
Other waiters ..	133 0	..	131 6	..
Night porter ..	133 0	..	131 6	..
Day porter ..	133 0	..	131 6	..
Billiard-room attendant ..	133 0	..	131 6	..
Commissionaire or messenger ..	133 0	..	131 6	..
Housekeeper or stewardess ..	..	94 6	..	94 6
Laundress ..	..	84 6	..	84 6
Head waitress or supervisor ..	..	84 6	..	84 6
Other waitresses ..	..	80 6	..	80 6
Pantrymaid or kitchenmaid ..	..	80 6	..	80 6
Fruit juice, flavour, or soda fountain hand ..	..	83 6	..	83 6
Counterhand (other than a soda fountain hand as defined) ..	..	80 6	..	80 6
Housemaid ..	..	80 6	..	80 6
Linen maid or seamstress ..	..	85 0	..	85 0

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

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 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
Persons not otherwise provided for	s. d. 133 0	s. d. 80 6 Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.	s. d. 131 6	s. d. 80 6 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 pantry-maid (employed only between 11.40 a.m. and 3 p.m.)		48 6	..	48 6

NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males	4s. 0d. per week
Midday waitresses, midday kitchenmaids or pantrymaids	1s. 6d. "
Other females	2s. 6d. "

have been included in wages for employees classified under heading of other employees.

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 correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

†SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. 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., 9s. per week less; or
- (iv) boards and lodges the employee, 21s. per week less.

Notwithstanding any 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 or who is provided with less meals than those provided for in sub-clauses (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

Clauses, other than clauses 2, 23 and 37, of the said Determination shall remain in force.

