



VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

DETERMINATION OF THE BOARDING HOUSES BOARD.

NOTE.—This Determination applies 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 30th June, 1925, has had the power "to determine the lowest prices or rates which may be paid to any persons employed in Boarding Houses with accommodation for four or more boarders" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st January, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.						PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
During 1st 6 months' experience	21 0	0 9	21 9	20 0	0 9	20 9	<p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
During 2nd 6 months' experience	27 3	1 0	28 3	24 0	1 0	25 0	
During 3rd 6 months' experience	33 6	1 3	34 9	31 0	1 3	32 3	
During 4th 6 months' experience	38 0	1 3	39 3	33 6	1 3	34 9	
During 5th 6 months' experience	45 3	1 6	46 9	..	..	..
During 6th 6 months' experience	53 6	2 0	55 6	..	..	..
4th Year's experience .. and thereafter the minimum wage.	73 9	2 9	76 6	..	..	..

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.†	
	*Minimum Wage, without Board and Lodging.	
	<i>s. d.</i>	<i>s. d.</i>
<i>Males.</i>		
Porter	113 0	110 0
Head Waiter	117 0	114 0
Other Waiters	113 0	110 0
First Cook, where the number of persons employed in the kitchen is eight or more	147 0	144 0
Five, six or seven	132 0	129 0
Three or four	122 6	119 6
Two or less	118 0	115 0
Second Cook, where the number of persons employed in the kitchen is eight or more	127 0	124 0
Five, six, or seven	118 0	115 0
Other Second Cooks	115 6	112 6
Sweets Cook	118 0	115 0
Grill, Relieving, or Assistant Cook	115 6	112 6
Pantryman or Kitchenman	113 0	110 0
Persons not otherwise provided for	113 0	110 0
	Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
 (a) boards the employee with three meals per day, 15s. per week less, or
 (b) boards and lodges the employee, 20s. per week less.

2.—continued.

OTHER EMPLOYEES.		WAGES PER WEEK OF 40 HOURS.†	
		*Minimum Wage, without Board and Lodging.	
		Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
		<i>s. d.</i>	<i>s. d.</i>
<i>Females.</i>			
Housekeeper .. .. .	.. .. .	79 6	76 6
Laundress .. .. .	.. .. .	68 0	65 0
Housemaid, Parlourmaid, or General .. .. .	.. .. .	65 0	62 0
Head Waitress .. .. .	.. .. .	68 0	65 0
Other Waitresses .. .. .	.. .. .	65 0	62 0
First Cook .. .. .	.. .. .	79 6	76 6
Second Cooks .. .. .	.. .. .	71 6	68 6
Sweets Cook .. .. .	.. .. .	73 6	70 6
Grills, Relieving, or Assistant Cook .. .. .	.. .. .	70 0	67 0
Pantrymaid or Kitchenmaid .. .. .	.. .. .	65 0	62 0
Persons not otherwise provided for .. .. .	.. .. .	65 0	62 0

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
 (a) boards the employee with three meals per day, 15s. per week less, or
 (b) boards and lodges the employee, 20s. per week less.

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

Males .. .. .	.. .. .	4s. 0d. per week
Females .. .. .	.. .. .	2s. 6d. per week

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause 7.

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. 4451) every employer of any employee in any Boarding House is required to keep a time-book or other record in the prescribed form wherein each employee shall enter daily a record of the hours worked.

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 40.

TERMS OF EMPLOYMENT.

4. All employees (other than casual employees) shall be engaged by the week and shall be paid weekly. Except in the case of misconduct by either employer or 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.

CASUAL LABOUR.

5. Casual employees, i.e., persons employed for less than the number of hours fixed for an ordinary week's work shall be paid as follows:—

For the first 20 hours .. .. .	.. .. .	Time and a half
Thereafter .. .. .	.. .. .	Time and a third

Provided that the earnings of a casual employee shall not exceed the ordinary wages rates for an ordinary week's work.

OVERTIME.

6. The following rates shall be paid for overtime:—

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 full rate, i.e., the rate fixed before deducting 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	

SPECIAL RATES.

7. The special rate payable to persons for work done on Christmas Day or Boxing Day, and New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, and King's Birthday shall be time and a half, calculated on the rates fixed before deducting 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 on the day so substituted.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendment which may be made thereto from time to time.

PAYMENT FOR TRANSPORT.

9. Where an employee is engaged for a country or a seaside boarding house, and has to travel 20 miles or more to take up service, he or she shall be paid for his or her transport both ways if—

- (a) he or she serves with satisfaction to his or her employer for four weeks; and
- (b) is willing to complete the full period of his or her engagement.

UNIFORMS.

10. Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white dress, white apron and cap) such uniform shall be provided and laundered by the employer.

UNION OFFICIALS RIGHT OF ENTRY.

11. 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 establishment 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.

DEFINITION.

12. "Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer

PERIODICAL ADJUSTMENT OF WAGES.

13. The Wages rates for "Other Employees (Males)" 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*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 14.

Provided that proportionate adjustments to all other rates shall be made at the same time as follows:—

- (a) The rates for "Other Employees (Females)" shall be automatically increased or decreased by half of the increase or decrease in the basic wage.
- (b) The rates for apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

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.	
Throughout the State	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

14. (a) For the purposes of this Determination, 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 Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the Basic Wage shall be as prescribed in clause 13.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 12th November, 1947.

