



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, SEPTEMBER 16.

[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 September, 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.			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	..	35 6	1 0	36 6	35 6	1 0	36 6	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
16 years of age	..	48 0	1 6	49 6	37 9	1 0	38 9	
17	..	55 6	1 6	57 0	44 0	1 3	45 3	
18	..	62 6	1 9	64 3	46 6	1 6	48 0	
19	..	76 6	2 3	78 9	50 6	1 6	52 0	
20	..	99 0	3 0	102 0	57 0	1 9	58 9	One improver to every four or fraction of four workers receiving not less than the minimum wage.

							MALES OR FEMALES.
							Apprentices.
							Improvers.

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.	
	s. d.	s. d.	s. d.	s. d.
<i>Males.</i>				
Porter ..	130 0	127 0		
Head Waiter ..	140 0	137 0		
Other Waiters ..	130 0	127 0		
First Cook, where the number of persons employed in the kitchen is eight or more ..	180 0	177 0		
Five, six or seven ..	170 0	167 0		
Three or four ..	152 0	149 0		
Two or less ..	146 0	143 0		
Second Cook, where the number of persons employed in the kitchen is eight or more ..	162 6	159 6		
Five, six, or seven ..	152 6	149 6		
Other Second Cooks ..	140 0	137 0		
Sweets Cook ..	142 0	139 0		
Grill, Relieving, or Assistant Cook ..	140 0	137 0		
Pantryman or Kitchenman ..	130 0	127 0		
Persons not otherwise provided for ..	130 0	127 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, 18s. per week less, or

(b) boards and lodges the employee, 21s. 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>Females:</i>	<i>s. d.</i>	<i>s. d.</i>
Housekeeper .. .. .	.. .. .	93 0	90 0
Laundress .. .. .	.. .. .	83 0	80 0
Housemaid, Parlourmaid, or General .. .. .	.. .. .	79 0	76 0
Head Waitress .. .. .	.. .. .	83 0	80 0
Other Waitresses .. .. .	.. .. .	79 0	76 0
First Cook .. .. .	.. .. .	104 0	101 0
Second Cooks .. .. .	.. .. .	98 0	95 0
Sweets Cook .. .. .	.. .. .	99 0	96 0
Grills, Relieving, or Assistant Cook .. .. .	.. .. .	98 0	95 0
Pantrymaid or Kitchenmaid .. .. .	.. .. .	79 0	76 0
Persons not otherwise provided for .. .. .	.. .. .	79 0	76 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, 16s. per week less, or
 (b) boards and lodges the employee, 21s. 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.

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 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. (a) Employees (other than casual employees) shall be engaged by the week and paid by the week.

(b) Employees (other than casual employees) ready, willing and available to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected, shall have no deduction made from the weekly wages prescribed except for time lost through sickness (*vide* clause 9, Sick Leave) or absence from work without permission of the employer.

(c) The provisions of sub-clauses (a) and (b) hereof shall not apply if there is a stoppage of work for which the employer cannot reasonably be held responsible through any strike, breakdown of machinery, or other cause, proof of which shall be on the employer.

CASUAL LABOUR.

5. Casual employees, i.e., persons employed for not more than one half the number of hours fixed for an ordinary week's work shall be paid at the rate of time and a half.

OVERTIME.

6. The following rates shall be paid for all work done:—

(i) outside a spread of 13 hours per day	Double time	} Calculated on the full rate, i.e., the rate fixed before deducting board and lodging.
(ii) in excess of 9 hours per day within a spread of 13 hours or in excess of 40 hours in any one week	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, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day (within the Metropolitan District as defined in the Factories and Shops Act and the Orders in Council thereunder) 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.

SICK LEAVE.

9. (a) Any employee who has been in the employment of the same employer for a period of not less than six months and who does not attend for duty shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than 40 hours of working time in each year of service or a proportionately less time during any shorter period of employment.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause, service prior to the 1st September, 1948, shall be disregarded.

PAYMENT FOR TRANSPORT.

10. 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.

11. 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.

12. 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.

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

PERIODICAL ADJUSTMENT OF WAGES.

14. 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 15.

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 11 0	6 0	5 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

15. (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 November, 1948, the amounts of the Basic Wage shall be as prescribed in clause 14.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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, 17th August, 1948.

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