

VICTORIA

GOVERNMENT GAZETTE.

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No. 9331

THURSDAY, SEPTEMBER 23

[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 August, 1948.

Dated at Melbourne, this 22nd day of September, 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. Females Males. Females Per Week of 40 hours. Per Week of 40 hours. PROPORTION (IN ANY PLACE). s. d. s. d. s. d. [mprovers employed in the MALES OB FEMALES. barbar— 18 years of age or under ... 19 years of age ... 20 years of age ... Apprentices and all other Improvers— 18 years of age or under 82 90 6 . . Apprentices. 107 107 One apprentice to every three or fraction of three workers receiving not less than the minimum wage. 77 77 77 77 77 74 74 74 74 74 74 16 years of age or under 17 years of age ... 6 0 6 $\frac{63}{72}$ 56 63 Ō 6 0 0 0 3 3 3 0 18 years of age 19 years of age Improvera. 83 72 89 Such number of improvers as shall not, together with 20 years of age .. 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 Deductions per week Board of three meals on 12 3 12 3 each day Board of three meals on each day other than the employee's weekly day

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No. 933-7858/48-PRICE 3D.

Lodging

11 6 11 6

HOTELS-continued.

OTHER EMPLOYEES.

PART I. a. d. a.								Wages (see bel	ow for Deductions wh	ere Board or Lodg	ing is Provided).
Per Week of 40 Hours. Per								General Post of within a radiu principal Post	Office, Melbourne, s of 5 miles of the Office at Geelong.	In all other pa	rts of Victoria.
PAET I. a. d. a.								Males.	Females.	Males.	Females.
Additional											Per Week of 40 Hours.
Sarman		PA	RT I.								
Common 150 0 156 0 150 0 156 0 150 0 156 0 150							- 1	4. d.	e. d.	a. d.	e. d.
ellarman	Barman	•		• •	••						
PART II.	ellarman			••	••						
PART II. First cook where number of persons employed in kitchen.is— 187 0 140 0 184 0 138 3 177 0 130 0 174 0 128 3 177 0 130 0 174 0 128 3 177 0 130 0 174 0 128 3 177 0 130 0 174 0 128 3 177 0 130 0 174 0 128 3 177 0 130 0 174 0 128 3 177 0 130 0 174 0 128 3 177 0 170	Assistant Cellarman							147 0		144 0	
PART II. Sirst cook where number of persons employed in kitchen.is— Eight or more	S 2.3								147 0		144 0
Street cook where number of persons employed in kitchen is— 187 0											
Eight or more		PA	ART II.								
Five, six, or seven	irst cook where number	of perso	ns empl	oyed	in kitcher	n. is					,
Three or four	Eight or more										
Steel first cooks, or cook employed alone 153 0 106 0 150 0 104 3	Five, six, or seven							177 0	130 0	174 0	128 3
ther first cooks, or cook employed alone cond cook where number of persons employed in kitchen is— Eight or more	Three or four]	159 0	112 0	156 0	110 3
Eight or more 169 6 122 6 166 6 120 9 Five, six, or seven 159 6 112 6 156 6 110 9 ther second cooks 147 0 104 0 144 0 102 3 ight or relieving cook where number of persons employed in kitchen is— Eight or more 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 112 6 156 6 110 9 Five, six, or seven 169 6 112 6 156 6 110 9 Five, six, or seven 169 6 112 6 156 6 110 9 Five, six, or seven 169 6 112 6 156 6 110 9 Five, six, or seven 169 6 112 6 156 6 110 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 122 6 166 6 120 9 Five, six, or seven 169 6 120 144 0 102 Five, six, or seven 169 6 120 144 0 102 Five, six, or seven 169 6 120 144 0 102 Five, six, or seven 169 6 120 144 0 102 Five, six, or seven 169 6 120 144 0 102 Five, six, or seven 169 6 120 144 0 102 Five, six, or seven 169 6 120 144 0 102 Five, six, or seven 169 6 122 6 166 6 120 9	Other first cooks, or cook	employe	ed alone				ł	153 0	106 0	150 0	104 3
Five, six, or seven	second cook where numb	er of per	rsons em	ploye	d in kitel	nen is—					[
Five, six, or seven	Eight or more							169 6	122 6	166 6	120 9
ther second cooks 144 0 104 0 144 0 102 3 light or relieving cook where number of persons employed in kitchen is— 169 6 122 6 166 6 120 9 Five, six, or seven 159 6 112 6 156 6 110 9 ther night or relieving cooks 147 0 100 0 144 0 98 3 3 arder cook 150 0 103 0 147 0 101 3 astrycook 153 0 166 0 150 0 104 3 tove, grill, fish, third or breakfast cook 147 0 100 0 144 0 98 3 3 legetable or assistant cook 147 0 100 0 144 0 98 3 3 legetable or assistant cook 147 0 100 0 144 0 95 3 legetable or assistant cook 144 0 97 0 141 0 95 3 legetable or assistant cook 144 0 97 0 141 0 95 3 legetable or assistant cook 144 0 97 0 141 0 95 3 legetable or assistant cook 144 0 97 0 144 0 lead waiter 137 0 134 0 left porter 137 0 134 0 light porter 137 0 84 0 134 0 light porter 137 0 84 0 134 0 light porter 137 0 84 0 .						, .	1	159 6	112 6	156 6	110 9
Eight or more	Other second cooks							147 0	104 0	144 0	102 3
Eight or more	Night or relieving cook wi	here num	ber of p	егвоп	employe	d in kitel	Led is—]		•
Five, six, or seven			-				1	169 6	122 6	166 6	120 9
ther night or relieving cooks	Five, six, or seven							159 6	112 6	156 6	110 9
astryocok 153 0 106 0 150 0 104 3 tove, grill, fish, third or breakfast cook 147 0 100 0 144 0 98 3 segetable or assistant cook 144 0 97 0 141 0 95 3 ysterman 137 0 134 0 134 0 134 0 134 0 <		ooks						147 0	100 0	144 0	98 3
tove, grill, fish, third or breakfast cook	arder cook							150 0	103 0	147 0	101 3
tove, grill, fish, third or breakfast cook								153 0	106 0	150 0	104 3
144 0 97 0 141 0 95 3		breakfas							100 0	144 0	98 3
137 0								144 0	97 0	141 0	95 3
137 0								137 0	1	134 0	
toreman		. מ						137 0	1	134 0	١
Lead waiter	v. *										
ther waiters	T						1		1		
Section 137 0 134	N. 1								1		l .
137 0 134									1		l .
137 0 134 0 135 0 136 0 137 0 138 0 138 0 138 2 3 138 0 13		- ::							1		
137 0 84 0 134 0 82 3		- :						137 0	1		l
100 0 98 3 80 86 3									84 0		82 3
aundress											
Search S	aundress		_							1	
Sther waitresses	T 1 11									i	
antrymaid or kitchenmaid											
Cousemaid								•••		1	
ersons not otherwise provided for	Housemaid							••		::	
lidday waitress or midday kitchenmaid or pantrymaid (employed 20 hours 20 hours		ovided fo				• • • • • • • • • • • • • • • • • • • •		137 0		126 0	
lidday waitress or midday kitchenmaid or pantrymaid (employed 20 hours 20 hours	рг				••	••	· '-				Per week of
	lidday waitress or mid	ldav kite	chenmai	d or	Dantrym	aid (emi	loved .	·· .			20 hours
								***		1	

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.										Ar	PRE	NTIC:	E9 0	в L	PROVERS.
	WAGES PER WERK OF 40 HOURS.														
		Majos. Femajos.					Fem	alca.			PROPORTION (IN ANY PLACE).				
	_		Ordi		Load		Tot Way		Ord: W	nary age,	Long	ar ling.		tal ge.	MALES OB FEMALES.
	16 years of	age	35 48	d. 6 0	8. 1	d. 0 6	8. 36 49	д. 6	35 37	d. 6 9	6. 1	d. 0	s. 36 38		Apprentices. One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
17 18 19 20	" "		55 62 76 99	6 6 6	1 1 2 3	6 9 3 0	57 64 78 102	0 3 9 0	46 50	0 6 6 0	1 1 1	3 6 6 9	45 48 52 58	3 0 0 9	Improvers. One improver to every four or fraction of four worker receiving not less than the minimum wage.

OTHER EMPLOYEES.

							† W	7 AGES.			
				Offic	e, Mel arat, G	as of 25 miles of the bourne, the Citie selong, and War he City of Mildu	s of Bendigo, rnambool, and		In al	l other parts of Vict	oria.
				Ma	lea.	Femi	ales.	Ma	les.	Femal	es.
				Per W 40 I	eck of lours.	Per Week of	40 Hours.	Per W 40 H	eck of ours.	Per Week of	10 Hours.
					d.		d.		d.	ø. a	I.
Steward	. • •	٠٠.	. : •	143	U			143	U		
First cook where the number	of person	as empl	oyed in					l			
the kitchen is-							0				
Eight or more	••	••	••	183	0	138	0	183	0		0
Five, six, or seven	• •	• •		173	0	128		173	0		0
Three or four	··· ,	,	• •	155	0	110		155	0		0
Other first cooks or cook en				149	0	104	0	147	3	104	0
Second, or night or relieving of			number	1							
of persons employed in the	KITCHE	18		14-	6	1.00	e	105	6	120	6
Eight or more	••	••	• • •	165 155	6	120 110	6 6	165 155	6		6
Five, six, or seven	••	• •	••						6		0.
Less than five	• •	• •	••	143	0	98 101	0	141	6		0
Larder cook			L 4L.	146	U	101	v	140	U	101	U
Pastrycook shall be paid th	e rates	пхед	ру где								
Pastrycooks Board Sweets cook				145	0	99	0	144	6	99	0
	alefant.	ooole	••	143	Õ	98	ŏ	141	6		o o
Third, stove, grill, fish, or br	Jariast	COOK	• • •	140	n	95	0	140	0		0
Vegetable or assistant cook Oveterman	••	• • •	••	133	ŏ	33	U	132	6		U
Pantryman or kitchenman	• •	• •	••	133	Õ		•	131	6		
Storeman	• • •	• • •	••	140	Ö	:	•	140	ŏ		
TT 3 th			••	143	ň	:	-	143	ŏ		
0.1	••	••	• •	133	ŏ	:	-	131	ě	į	
Other waiters Night porter				133	ň	•	•	131	6		
Day porter		•••		133	ŏ		•	131	6		
Billiard-room attendant		• •		133	ŏ		-	131	8	-	
Commissionaire or messenger	•••			133	ŏ		-	131			
Housekeeper, stewardess, or	manage					93	0			93	0
Laundress					:	83					0
Head waitress or supervisor				1		83				83	0
Other waitresses						79	0			79	0
Pantrymaid or kitchenmaid	• •					79	0			79	0
Counterhand			••	ŧ .		79	0				0
Housemaid		••		.		79	0				0
Linen maid or seamstress						83	6	١.			6
Persons not otherwise provid	ed for			133	0	79	0	131	6	1 ,,	0
<u>-</u>						Per week o		1		Per week of	
							hat a mini-	ĺ		Provided th	
				l .		mum paymen		ĺ		mum payment	
				Ι΄.		be paid each		1		be paid each	
						apective of th				spective of the	e number of
				1		hours worked	l-			hours worked.	
Midday waitress or midday l				1		47	0	1		47	0
maid (employed only betwee	n 11.40	s.m. an	u s p.m.)	, .	· •	47	V	<u> </u>	•	1 4.7	<u> </u>

Note.-War Loading-For convenience War Loadings as follows:-

Males		• •	••	••	••	 •••	••	••	4s. per	Mook
Midday waitress	es, mide	lay kitch	en maids,	or pantry	ymaids	 		••	ls. 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.

APPRENTICES OR IMPROVEES.								7. (a)	37							
74					•			Wages per week of 40 hours.								
Proportion (in any place).	P		Males. Females.													
MALES OR FEMALES.			To		Wa Loadi		Ordin		To:	Ordinary War Wage, Loading,				İ		
Apprentices.		<u> </u>				<u></u>								- 1		
One apprentice to every three or fraction of three works	One apprentic	d.	8.	d.	a.	d.	6.	d.	8.	đ,	8.	d.	a.			
receiving not less than the minimum wage.	receiving not le	6	36	0	1	6	35	6	36	0	1	6	35	(*	16 years of ag	Jnder 16
•		9	38	0	1	9	37	6	49	6	1	0	48	1		
Improvera.		3	45	3	1	0	44	0	57	6	1	6	55			7
One improver to every four or fraction of four works	One improves	0	48	6	1	6	46	3	64	9	1	6	62		**	ų
receiving not less than the minimum wage.	receiving not le	0 1	52	6	1	6	50	9	78	3	2	6	76	•-•	,,	Ą
	·	9	58	9	1	0	57	0	102	0	3	0	99	.,	••	0

(b)

ADULTS.

Barmen, Cellarmen, Assistant Cellarmen, and Barmaids.

		W	uges.	
 -	General Post O within a radius o principal Post O	of 25 miles of the flice, Melbourne, of 5 miles of the office at Geelong, city of Mildura.	In all other pa	rts 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.
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	s. d.	s. d.	s. d.	s. d.
of this Determination Sarmaids (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	••	147 0		144 0
the employer with board or lodgings as follows—			per week.	
Board of three meals on each day other than on the employee's	••	13 5	••	12 3
weekly day off	**	11 6		11 6
Lodging		4 9		4 9

OTHER EMPLOYEES.

	† Wages.								
		radius of 25 miles of the Post Office, Melbourne.	In all o	ther parts of Victoria.					
<u>—</u>	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.	a. d.	e. d.					
irst cook where the number of persons employed in									
the kitchen is—	I .								
Eight or more	180 0	138 0	180 0	. 138 0					
Five, six, or seven	170 0	128 0	170 0	128 0					
Three or four	152 0	110 0	152 0	110 0					
ther first cooks or cook employed alone	146 0	104 0	144 3	104 0					
econd cook where the number of persons employed			·						
in the kitchen is-									
Eight or more	162 6	120 6	162 6	120 6					
Five, six, or seven	152 6	110 6	152 6	110 6					
ther second cooks	140 0	98 0	138 6	98 0					
light or relieving cook	140 0	98 0	138 6	98 0					
arder cook	143 0	101 0	142 6	101 0					
astrycook shall be paid the rates fixed by the Pastrycooks Board				101 0					
weets cook	142 0	99 0	141 6	99 0					
hird, stove, grill, fish, or breakfast cook	140 0	98 0	138 6	98 0					
regetable or assistant cook	137 0	95 0	137 0	95 0					
ysterman	130 0	.,	129 6						
antryman or kitchenman	130 0		128 6	••					
toreman or storewoman	137 0	83 0	137 0	83 0					
lead waiter	140 0		140 0						
Other waiters	130 0		128 6	**					
light porter	130 0	• •	128 6	••					
Oay porter	130 0	••	128 6	••					
Billiard-room attendant	130 0	••	128 6	**					
Commissionaire or messenger	130 0	••	128 6	••					
Iousekeeper or stewardess	100.0	93 0		02.0					
aundress	::	83 0		93 0 83 0					
Icad waitress or supervisor	'''	83 0							
Other waitresses	··	79 0		83 0					
		79 0		79 0					
ruit juice, flavour, or soda fountain hand		79 U 82 O		79 0					
counterhand (other than a soda fountain hand as		0 <u>2</u> U		82 0					
defined)	l /	79 0		50 0					
Tousemaid	';	79 0		79 0					
		83 6		79 0					

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

	OTHER EMPL	OTEES—continued.									
		† WAGES.									
——		llus of 25 miles of the General st 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	a. d. 130 0	s. d. 79 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.	s. d. 128 6	s. d. 79 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 pantry-maid (employed only between 11.40 a.m. and 3 p.m.)		47 0		47 0							

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

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

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

- (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.

· _____.