



# VICTORIA GOVERNMENT GAZETTE.

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**FRIDAY, SEPTEMBER 7.**

**[1951**

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, 1951.

Dated at Melbourne, this  
6th day of September, 1951.

RAY. H. BEERS,  
Secretary for Labour.

### HOTEL AND RESTAURANT BOARD

Clauses 2, 36 and 52 of the Determination published in the *Government Gazette* No. 651 of the 14th June, 1951, shall be replaced by the following clauses:—

#### HOTELS AND WINE SALOONS.

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.	
		s. d.	s. d.	s. d.	s. d.
17 years of age	.. ..	91 0	.. ..	89 6	.. ..
18 years of age	.. ..	114 6	91 6	113 0	90 6
19 years of age	.. ..	144 0	106 6	142 0	105 0
20 years of age	.. ..	173 6	121 0	170 6	119 6

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.

Junior males over the age of 19 years may be employed in the bar and the maximum number shall be one to every three adults of the bar staff receiving the minimum weekly rate prescribed by clause 2 hereof.

## HOTELS AND WINE SALOONS—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 .. .. .	..	..	..	..	..	..	..	219 0	..	216 0	..
Cellarman .. .. .	..	..	..	..	..	..	..	231 0	..	228 0	..
Assistant Cellarman .. .. .	..	..	..	..	..	..	..	219 0	..	216 0	..
Barmaids .. .. .	..	..	..	..	..	..	..	..	219 0	..	216 0
PART II.											
First cook where number of persons employed in kitchen is—											
Eight or more .. .. .	..	..	..	..	..	..	..	259 0	211 6	256 0	210 3
Five, six, or seven .. .. .	..	..	..	..	..	..	..	249 0	201 6	246 0	200 3
Three or four .. .. .	..	..	..	..	..	..	..	231 0	183 6	228 0	182 3
Other first cooks, or cook employed alone .. .. .	..	..	..	..	..	..	..	225 0	177 6	222 0	176 3
Second cook where number of persons employed in kitchen is—											
Eight or more .. .. .	..	..	..	..	..	..	..	241 6	194 0	238 6	192 9
Five, six, or seven .. .. .	..	..	..	..	..	..	..	231 6	184 0	228 6	182 9
Other second cooks .. .. .	..	..	..	..	..	..	..	219 0	175 6	216 0	174 3
Night or relieving cook where number of persons employed in kitchen is—											
Eight or more .. .. .	..	..	..	..	..	..	..	241 6	194 0	238 6	192 9
Five, six, or seven .. .. .	..	..	..	..	..	..	..	231 6	184 0	228 6	182 9
Other night or relieving cooks .. .. .	..	..	..	..	..	..	..	219 0	171 6	216 0	170 3
Larder cook .. .. .	..	..	..	..	..	..	..	222 0	174 6	219 0	173 3
Pastrycook .. .. .	..	..	..	..	..	..	..	225 0	177 6	222 0	176 3
Stove, grill, fish, third or breakfast cook .. .. .	..	..	..	..	..	..	..	219 0	171 6	216 0	170 3
Vegetable or assistant cook .. .. .	..	..	..	..	..	..	..	216 0	168 6	213 0	167 3
Oysterman .. .. .	..	..	..	..	..	..	..	209 0	..	206 0	..
Pantryman or kitchenman .. .. .	..	..	..	..	..	..	..	209 0	..	206 0	..
Storeman .. .. .	..	..	..	..	..	..	..	216 0	..	213 0	..
Head waiter .. .. .	..	..	..	..	..	..	..	219 0	..	216 0	..
Other waiters (Drink and/or food) .. .. .	..	..	..	..	..	..	..	209 0	..	206 0	..
Night porter .. .. .	..	..	..	..	..	..	..	209 0	..	206 0	..
Day porter .. .. .	..	..	..	..	..	..	..	209 0	..	206 0	..
Billiard-room attendant .. .. .	..	..	..	..	..	..	..	209 0	..	206 0	..
Commissionaire or messenger .. .. .	..	..	..	..	..	..	..	209 0	..	206 0	..
Housekeeper, stewardess, or manageress .. .. .	..	..	..	..	..	..	..	..	155 6	206 0	154 3
Laundress .. .. .	..	..	..	..	..	..	..	..	171 6	..	170 3
Head waitress .. .. .	..	..	..	..	..	..	..	..	159 6	..	158 3
Other waitresses .. .. .	..	..	..	..	..	..	..	..	161 6	..	160 3
Pantrymaid or kitchenmaid .. .. .	..	..	..	..	..	..	..	..	155 6	..	154 3
Housemaid .. .. .	..	..	..	..	..	..	..	..	155 6	..	154 3
Persons not otherwise provided for .. .. .	..	..	..	..	..	..	..	209 0	..	206 0	154 3
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .								..	Per week of 20 hours 90 0	..	Per week of 20 hours 89 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.

## CLUBS.

36.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.

	Males.				Females.				PROPORTION (IN ANY PLACE).
	Percentage of Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	Percentage of Female Basic 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>	
16 years of age or under ..	44	83 0	1 6	84 6	47	66 6	1 0	67 6	<p>MALES OR FEMALES.</p> <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>
17 years of age or under ..	51	96 6	1 6	98 0	55	78 0	1 3	79 3	
18 years of age or under ..	58	109 6	1 9	111 3	58	82 0	1 6	83 6	
19 years of age or under ..	69	130 6	2 3	132 9	62	87 6	1 6	89 0	
20 years of age or under ..	89	168 0	3 0	171 0	69	97 6	1 9	99 3	

## CLUBS—continued.

## 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 .. .. .	219 0	..	216 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	259 0	206 6	256 0	204 9
Five, six, or seven .. .. .	249 0	195 6	246 0	194 9
Three or four .. .. .	231 0	178 6	228 0	176 9
Other first cooks or cook employed alone .. .. .	225 0	172 6	222 0	170 9
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more .. .. .	241 6	189 0	238 6	187 3
Five, six, or seven .. .. .	231 6	179 0	228 6	177 3
Less than five .. .. .	219 0	170 6	216 0	168 9
Larder cook .. .. .	222 0	169 6	219 0	167 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	221 0	167 6	218 0	165 9
Third, stove, grill, fish, or breakfast cook .. .. .	219 0	166 6	216 0	164 9
Vegetable or assistant cook .. .. .	216 0	163 6	213 0	161 9
Oysterman .. .. .	209 0	..	206 0	..
Pantryman or kitchenman .. .. .	209 0	..	206 0	..
Storeman .. .. .	216 0	..	213 0	..
Head waiter .. .. .	219 0	..	216 0	..
Other waiters .. .. .	209 0	..	206 0	..
Night porter .. .. .	209 0	..	206 0	..
Day porter .. .. .	209 0	..	206 0	..
Billiard-room attendant .. .. .	209 0	..	206 0	..
Commissionaire or messenger .. .. .	209 0	..	206 0	..
Housekeeper, stewardess, or manageress .. .. .	..	166 6	..	164 9
Laundress .. .. .	..	154 6	..	152 9
Head waitress or supervisor .. .. .	..	156 6	..	154 9
Other waitresses .. .. .	..	150 6	..	148 9
Pantrymaid or kitchenmaid .. .. .	..	150 6	..	148 9
Counterhand .. .. .	..	150 6	..	148 9
Housemaid .. .. .	..	150 6	..	148 9
Linen maid or seamstress .. .. .	..	155 0	..	153 3
Persons not otherwise provided for .. .. .	209 0	150 6	206 0	148 9
		Per week of 20 hours.		Per week of 20 hours.
		Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.		Provided that a minimum payment of 30s. 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.) .. .. .	..	90 6	..	89 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) provides meals—

(a) for each substantial meal 1s. 3d. per week less,

(b) for each meal other than a substantial meal, 9d. per meal less.

(ii) boards and lodges the employee, 27s. 6d. 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.

**RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS, WINE SALOONS, CLUBS, AND CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.**

52. (a) APPRENTICES OR IMPROVERS.								
WAGES PER WEEK OF 40 HOURS.								
	Males.				Females.			
	Percentage of Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	Percentage of Female Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 years of age or under ..	44	83 0	1 6	84 6	47	66 6	1 0	67 6
17 years of age or under ..	51	96 6	1 6	98 0	55	78 0	1 3	79 3
18 years of age or under ..	58	109 6	1 9	111 3	58	82 0	1 6	83 6
19 years of age or under ..	69	130 6	2 9	132 9	62	87 6	1 6	89 0
20 years of age or under ..	89	168 0	3 0	171 0	69	97 6	1 9	99 3
<p>PROPORTION (IN ANY PLACE).</p> <p>MALES OR FEMALES.</p> <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>								

  

(b) 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 .. .. .	256 0	206 6	253 0	204 9
Five, six, or seven .. .. .	246 0	195 6	243 0	194 9
Three or four .. .. .	228 0	178 6	225 0	176 9
(Other first cooks or cook employed alone ..	222 0	172 6	219 0	170 9
Second cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	238 6	189 0	235 6	187 3
Five, six, or seven .. .. .	228 6	179 0	225 6	177 3
Other second cooks .. .. .	216 0	170 6	213 0	168 9
Night or relieving cook .. .. .	216 0	168 6	213 0	164 9
Larder cook .. .. .	219 0	169 6	216 0	167 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	218 0	167 6	215 0	165 9
Third, stove, grill, fish, or breakfast cook ..	216 0	166 6	213 0	164 9
Vegetable or assistant cook .. .. .	213 0	163 6	210 0	161 9
Oysterman .. .. .	206 0	..	203 0	..
Pantryman or kitchenman .. .. .	206 0	..	203 0	..
Storeman or storewoman .. .. .	213 0	154 6	210 0	152 9
Head waiter .. .. .	216 0	..	213 0	..
Other waiters .. .. .	206 0	..	203 0	..
Night porter .. .. .	206 0	..	203 0	..
Day porter .. .. .	206 0	..	203 0	..
Billiard-room attendant .. .. .	206 0	..	203 0	..
Commissionaire or messenger .. .. .	206 0	..	203 0	..
Housekeeper or stewardess .. .. .	..	166 6	..	164 9
Laundress .. .. .	..	154 6	..	152 9
Head waitress or supervisor .. .. .	..	156 6	..	154 9
Other waitresses .. .. .	..	150 6	..	148 9
Pantrymaid or kitchenmaid .. .. .	..	150 6	..	148 9
Fruit juice, flavour, or soda fountain hand ..	..	153 6	..	151 3
Counterhand (other than a soda fountain hand as defined) .. .. .	..	150 6	..	148 9
Housemaid .. .. .	..	150 6	..	148 9
Linen maid or seamstress .. .. .	..	155 0	..	153 3
Persons not otherwise provided for .. .. .	206 0	150 6	203 0	148 9
		Per week of 20 Hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 30s. 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.) .. .. .	..	90 6	..	89 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) provides meals—

(a) for each substantial meal, 1s. 3d. per meal less,

(b) for each meal other than a substantial meal, 9d. per meal less.

(ii) boards and lodges the employee, 27s. 6d. 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.

Clauses, other than clauses 2, 36 and 52, of the said Determination shall remain in force.

