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THURSDAY, FEBRUARY 26.

[1953

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 February, 1953.

Dated at Melbourne, this
17th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

HOTEL AND RESTAURANT BOARD.

Clauses 2, 3, 36 and 52 of the Determination published in *Government Gazette* No. 859 of the 10th November, 1952, 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 .. ..	.. ..	109 6	.. ..	108 0	.. ..
18 years of age .. ..	.. ..	138 0	110 6	136 0	109 0
19 years of age .. ..	.. ..	173 0	128 0	171 0	126 6
20 years of age .. ..	.. ..	208 6	145 6	206 0	144 0
PROPORTION (IN ANY PLACE).					
MALES OR FEMALES.					
<i>Apprentices.</i>					
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.					
<i>Improvers.</i>					
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.				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Barman	259 0	..	256 0	..
Cellarman	271 0	..	268 0	..
Assistant Cellarman	259 0	..	256 0	..
Barmaids .. .. .	..	259 0	..	256 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	299 0	241 6	296 0	240 3
Five, six, or seven	289 0	231 6	286 0	230 3
Three or four	271 0	213 6	268 0	212 3
Other first cooks, or cook employed alone	265 0	207 6	262 0	206 3
Second cook where number of persons employed in kitchen is—				
Eight or more	281 6	224 0	278 6	222 9
Five, six, or seven	271 6	214 0	268 6	212 9
Other second cooks	259 0	205 6	256 0	204 3
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	281 6	224 0	278 6	222 9
Five, six, or seven	271 6	214 0	268 6	212 9
Other night or relieving cooks	259 0	201 6	256 0	200 3
Larder cook	262 0	204 6	259 0	203 3
Pastrycook	265 0	207 6	262 0	206 3
Stove, grill, fish, third or breakfast cook	259 0	201 6	256 0	200 3
Vegetable or assistant cook	256 0	198 6	253 0	197 3
Oysterman	249 0	..	246 0	..
Pantryman or kitchenman	249 0	..	246 0	..
Storeman	256 0	..	253 0	..
Head waiter	259 0	..	256 0	..
Other waiters (Drink and/or food)	249 0	..	246 0	..
Night porter	249 0	..	246 0	..
Day porter	249 0	..	246 0	..
Billiard-room attendant	249 0	..	246 0	..
Commissionaire or messenger	249 0	..	246 0	..
Housekeeper, stewardess, or manageress .. .. .	..	185 6	246 0	184 3
Laundress .. .. .	..	201 6	..	200 3
Head waitress .. .. .	..	189 6	..	188 3
Other waitresses .. .. .	..	191 6	..	190 3
Pantrymaid or kitchenmaid .. .. .	..	185 6	..	184 3
Housemaid .. .. .	..	185 6	..	184 3
Persons not otherwise provided for	249 0	185 6	246 0	184 3
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 104 0	..	Per week of 20 hours 103 0

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 hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

BOARD AND LODGING.

3. (a) Where board and residence is made available to employees the employer shall have the right to deduct from the pay of any employee residing on the premises an amount of 48s. per week.

(b) In the case of employees who do not reside on the employer's premises a deduction at the rate of 1s. 9d. for each meal supplied during the employee's spread of working hours may be deducted by the employer.

(c) Junior employees 18 years of age and over shall be subject to a deduction of 30s. per week for board.

CLUBS.

36. APPRENTICES OR IMPROVERS.					
	WAGES PER WEEK OF 40 HOURS.				PROPORTION (IN ANY PLACE).
	Males.		Females.		
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.	
		<i>s. d.</i>		<i>s. d.</i>	
16 years of age or under	45	103 0	48	82 6	MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. <i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.
17 years of age	52	119 0	56	96 0	
18 years of age	59	135 0	59	101 0	
19 years of age	70	160 6	63	108 0	
20 years of age	90	206 0	70	120 0	

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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Steward	259 0	..	256 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	299 0	236 6	296 0	234 9
Five, six, or seven	289 0	225 6	286 0	224 9
Three or four	271 0	208 6	268 0	206 9
Other first cooks or cook employed alone	265 0	202 6	262 0	200 9
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	281 6	219 0	278 6	217 3
Five, six, or seven	271 6	209 0	268 6	207 3
Less than five	259 0	200 6	256 0	188 9
Larder cook	262 0	199 6	259 0	197 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	261 0	197 6	258 0	195 9
Third, stove, grill, fish, or breakfast cook	259 0	196 6	256 0	194 9
Vegetable or assistant cook	256 0	193 6	253 0	191 9
Oysterman	249 0	..	246 0	..
Pantryman or kitchenman	249 0	..	246 0	..
Storeman	256 0	..	253 0	..
Head waiter	259 0	..	256 0	..
Other waiters	249 0	..	246 0	..
Night porter	249 0	..	246 0	..
Day porter	249 0	..	246 0	..
Billiard-room attendant	249 0	..	246 0	..
Commissionaire or messenger	249 0	..	246 0	..
Housekeeper, stewardess, or manageress	..	196 6	..	194 9
Laundress	..	184 6	..	182 9
Head waitress or supervisor	..	186 6	..	184 9
Other waitresses	..	180 6	..	178 9
Pantrymaid or kitchenmaid	..	180 6	..	178 9
Counterhand	..	180 6	..	178 9
Housemaid	..	180 6	..	178 9
Linen maid or seamstress	..	185 0	..	183 3
Persons not otherwise provided for	249 0	180 6	246 0	178 9
		Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 55s. 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.)	..	105 6	..	104 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.

† 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 which are consumed by the employee—

- (a) for each substantial meal 1s. 8d. per meal less.
- (b) for each meal other than a substantial meal, 1s. per meal less.

(ii) boards and lodges the employee, 46s. 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.				PROPORTION (IN ANY PLACE).
	Males.		Females.		
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.	
		<i>s. d.</i>		<i>s. d.</i>	
16 years of age or under	45	103 0	48	82 6	<p>MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
17 years of age ..	52	119 0	56	96 0	
18 years of age ..	59	135 0	59	101 0	
19 years of age ..	70	160 6	63	108 0	
20 years of age ..	90	206 0	70	120 0	

(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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First cook where the number of persons employed in the kitchen is—				
Eight or more	296 0	236 6	293 0	234 9
Five, six, or seven	286 0	225 6	283 0	224 9
Three or four	268 0	208 6	265 0	206 9
Other first cooks or cook employed alone	262 0	202 6	259 0	200 9
Second cook where the number of persons employed in the kitchen is—				
Eight or more	278 6	219 0	275 6	217 3
Five, six, or seven	268 6	209 0	265 6	207 3
Other second cooks	256 0	200 6	253 0	198 9
Night or relieving cook	256 0	196 6	253 0	194 9
Larder cook	259 0	199 6	256 0	197 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	258 0	197 6	255 0	195 9
Third, stove, grill, fish, or breakfast cook	256 0	196 6	253 0	194 9
Vegetable or assistant cook	253 0	193 6	250 0	191 9
Oysterman	246 0	..	243 0	..
Pantryman or kitchenman	246 0	..	243 0	..
Storeman or storewoman	253 0	184 6	250 0	182 9
Head waiter	256 0	..	253 0	..
Other waiters	246 0	..	243 0	..
Night porter	246 0	..	243 0	..
Day porter	246 0	..	243 0	..
Billiard-room attendant	246 0	..	243 0	..
Commissionaire or messenger	246 0	..	243 0	..
Housekeeper or stewardess .. .. .	..	196 6	..	194 9
Laundress .. .. .	..	184 6	..	182 9
Head waitress or supervisor .. .. .	..	186 6	..	184 9
Other waitresses .. .. .	..	180 6	..	178 9
Pantrymaid or kitchenmaid .. .. .	..	180 6	..	178 9
Fruit juice, flavour, or soda fountain hand .. .. .	..	183 6	..	181 3
Counterhand (other than a soda fountain hand as defined) .. .. .	..	180 6	..	178 9
Housemaid .. .. .	..	180 6	..	178 9
Linen maid or seamstress .. .. .	..	185 0	..	183 3
Persons not otherwise provided for	246 0	180 6	243 0	178 9
		Per week of 20 Hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 55s. 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.) .. .. .	..	105 6	..	104 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 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 which are consumed by the employee—
 - (a) for each substantial meal, 1s. 8d. per meal less.
 - (b) for each meal other than a substantial meal, 1s. per meal less.
- (ii) boards and lodges the employee, 46s. 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, 3, 36 and 52, of the said Determination shall remain in force.

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