



VICTORIA GOVERNMENT GAZETTE.

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[1956

Labour and Industry Act 1953.

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

NOTE.—On the 6th May, 1940, the following trade was proclaimed an Apprenticeship Trade as carried on in the Metropolitan District.

Cooking in hotels, clubs, restaurants, eating houses, coffee palaces in which three or more adults are permanently employed in the kitchen.

Full particulars of the Apprenticeship Regulations for this trade may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in a restaurant, coffee palace, hotel, eating-house, or any premises for which an Australian wine licence or billiard-table licence is in force or which are occupied as a club, but not including persons subject to the jurisdiction of any other Board heretofore appointed;
- (b) employed in the business of a caterer;
- (c) employed in connexion with the sale of aerated waters, fruit juice drinks, cordials, coffee, chocolate, cocoa, milk, or any other non-intoxicating beverage whatsoever consumed on the premises;
- (d) employed whole or part time selling confectionery or pastry in any place in which the business of a restaurant is carried on—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

HOTELS AND WINE SALOONS.

APPRENTICES AND IMPROVERS.

2. Wages per week of 40 hours (See below for deductions where board or lodging is provided).

<i>Males.</i>			<i>Females.</i>		
	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.		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.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
17 years of age ..	114 6	113 0	18 years of age and		
18 years of age ..	144 0	142 6	under ..	115 6	114 0
19 years of age ..	181 0	179 0	19 years of age ..	134 0	132 6
20 years of age ..	218 0	215 6	20 years of age ..	152 6	150 6

Junior male employees on reaching the age of 19 years may be employed in the bar or other place where liquor is sold, provided that the maximum number shall be one to every three adults similarly employed receiving the minimum weekly rate prescribed herein.

An employer may at any time demand the production of a birth certificate or other satisfactory proof for the purpose of ascertaining the correct age of a junior employee. If a birth certificate is required the cost of it shall be borne by the employer.

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	280 0	..	277 0	..
Cellarman	298 6	..	295 6	..
Assistant Cellarman	280 0	..	277 0	..
Barmaids .. .. .	..	280 0	..	277 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	355 0	283 6	352 0	281 0
Five, six, or seven	311 0	248 0	308 0	245 6
Three or four	296 0	232 6	293 0	230 0
Other first cooks, or cook employed alone	281 0	219 6	278 0	217 0
Second cook where number of persons employed in kitchen is				
Eight or more	311 0	246 6	308 0	244 0
Five, six, or seven	282 6	222 6	279 6	220 0
Other second cooks	270 0	210 0	267 0	207 6
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	311 0	246 6	308 0	244 0
Five, six, or seven	282 6	222 6	279 6	220 0
Other night or relieving cooks	270 0	210 0	267 0	207 6
Larder cook	273 6	213 6	270 6	211 0
Pastrycook	281 0	219 6	278 0	217 0
Stove, grill, fish, third or breakfast cook	270 0	210 0	267 0	207 6
Vegetable or assistant cook	267 0	207 0	264 0	204 6
Oysterman	260 0	..	257 0	..
Pantryman or kitchenman	260 0	..	257 0	..
Storeman	267 0	..	264 0	..
Head waiter	280 0	..	277 0	..
Other waiters (Drink and/or food)	260 0	..	257 0	..
Night porter	260 0	..	257 0	..
Day porter	260 0	..	257 0	..
Billiard-room attendant	260 0	..	257 0	..
Commissionaire or messenger	260 0	194 0	257 0	191 6
Useful	260 0	..	257 0	..
Cleaner	260 0	..	257 0	..
Houseman	260 0	..	257 0	..
Housekeeper, stewardess, or manageress .. .. .	..	210 0	..	207 6
Laundress .. .. .	..	198 0	..	195 6
Head waitress .. .. .	..	204 0	..	201 6
Other waitresses .. .. .	..	197 0	..	194 6
Pantrymaid or kitchenmaid .. .. .	..	194 0	..	191 6
Housemaid .. .. .	..	197 0	..	194 6
Persons not otherwise provided for	260 0	197 0	257 0	194 6
Mid-day waitress or mid-day kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 109 0	..	Per week of 20 hours 108 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.

BOARD AND LODGING.

3. (a) Where board and residence is made available to adult employees, the employer shall have the right to deduct from the pay of the employee residing on the premises an amount of 60s. per week.

Provided that where an adult employee is required to share a room for lodging, the amount to be deducted from the pay of such employee for board and lodging shall be 55s. per week.

(b) Where lodgings only are made available to adult employees the employer shall have the right to deduct from the pay of the employee residing on the premises the sum of 16s. per week.

Provided that where an adult employee is required to share a room for lodging, the amount to be deducted from the pay of such employee for lodging shall be 10s. per week

(c) In the case of employees who do not reside on the employer's premises, other than mid-day waitresses or mid-day kitchenmaids or pantrymaids, a deduction at the rate of 2s. 3d. for each meal supplied and consumed during the employee's spread of working hours may be deducted by the employer.

(d) Junior employees shall be subject to a deduction at the rate of 2s. 3d. for each meal supplied and consumed during the employee's spread of working hours.

(e) Where necessary, lodging rooms shall be fitted with adequate heating and cooling appliances.

TERMS OF EMPLOYMENT.

4. (a) All employees (other than casual employees) shall be engaged by the week, and shall be paid weekly. Two days' notice shall be given by the employer of the 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.

(b) This shall not affect the right of the employer to dismiss an employee without notice for neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only; or to deduct payment for any day or part of a day on which the employee cannot be usefully employed because of any strike or through any breakdown in machinery or rationing of electricity or gas or through lack of fuel or transport or the delivery of raw materials or finished products in the liquor trades industry or through any other cause for which the employer cannot reasonably be held responsible; provided that—

- (1) No employee shall be deemed to be a casual employee by reason only of being given intermittent work in pursuance of this clause.
- (2) At least four hours' notice of such deduction shall be exhibited where all employees concerned shall be able to see it.
- (3) Service is not to be considered broken merely because employees have been temporarily stood down through no fault of their own.
- (4) Continuity of service is to be protected for the purpose of annual leave, holidays and sick pay.
- (5) Employees allowed or required to commence work at the usual starting time on any day shall be paid for at least four hours, and where they are called upon to attend for duty twice on any one day, they shall be paid not less than a full day's pay.

Provided also that no employee shall be dismissed without notice for sickness, accident or other reasonable cause if he informs his employer before one hour of the rostered commencing time on any day of his inability to take up duty on that day and also his whereabouts and the reason for his absence.

CASUAL WORK.

5. (a) "Casual Employee" in this industry shall mean and be deemed to be any employee engaged for a less period than a working week of 40 hours on the class of employment for which the casual is employed.

(b) Casual work, Monday to Friday inclusive shall be paid for at the rate of 25 per cent. in advance of one-fortieth of the weekly rate prescribed herein in respect of the position for which the worker is casually employed with a minimum of two hours' pay for each engagement.

(c) Casual work on Saturday shall be paid for at the rate of 50 per cent. in advance of one-fortieth of the weekly rate prescribed herein in respect of the position for which the worker is casually employed with a minimum of two hours' pay for each engagement.

(d) Casual work on Sunday in the front of the house shall be paid for at the rate of 100 per cent. and in the back of the house at the rate of 50 per cent. in advance of one-fortieth of the weekly rate prescribed herein in respect of the position for which the worker is casually employed with a minimum of two hours' pay for each engagement.

(e) Casual work on public holidays shall be paid for at the rate of 100 per cent. in advance of one-fortieth of the weekly rate prescribed herein in respect of the position for which the worker is casually employed with a minimum of two hours' pay for each engagement.

(f) Casual work may, by mutual agreement, be paid for weekly or at the termination of each engagement.

(g) "Engagement" for the purposes of this clause shall be deemed to mean the period or periods for which the employer notifies the employee that he or she is so required to attend on any one day.

(h) All fares in excess of 3d., reasonably incurred by a casual employee in travelling to the place of work for the purpose of doing the work and/or in excess of 3d., reasonably incurred in travelling from such place after doing the work in due course shall be paid by the employer.

HOURS OF WORK.

6. (a) The hours of work of all employees engaged on weekly hiring in the front of the house shall be—

- (i) 40 hours per week; or
- (ii) 80 hours per fortnight; or
- (iii) 120 hours in 21 consecutive days; or
- (iv) 160 hours in 28 consecutive days,

to be worked within a spread of 9½ hours per day from starting time, inclusive of meal breaks.

Each employee shall be entitled to a full day off each week, between Monday to Saturday inclusive, in addition to Sunday.

(b) The hours of work of all employees engaged on weekly hiring in the back of the house shall be—

- (i) 40 hours per week; or
- (ii) 80 hours per fortnight; or
- (iii) 120 hours in 21 consecutive days; or
- (iv) 160 hours in 28 consecutive days,

to be worked (1) within a spread of twelve hours per day from starting time, inclusive of meal breaks, provided that each employee shall be entitled to a full day and a half day off each week; or

(2) to be worked within a spread of thirteen hours per day from starting time, inclusive of meal breaks, provided that each employee shall be entitled to two full days off each week.

Notwithstanding anything contained in the foregoing an employer who chooses to work an employee within a spread of twelve hours daily may elect to give the said employee two days off in each week as provided for in sub-clause (b) (2) of this clause.

(c) Two weeks' notice of rostered time off shall be given, or three weeks' notice where the employee's hours of work are balanced over a three-week period, or four weeks' notice where the employee's hours of work are balanced over a four-week period. Provided that rostered day or days off may be changed by mutual consent at any time or by absence through sickness or other circumstances over which the employer has no control.

(d) Where an employee's rostered day or days off coincide with a public holiday prescribed in this Determination, one day in lieu of such public holiday shall be added to the employee's annual leave.

(e) An employee in the front of the house who is required to work between the hours of 7 p.m. and 10 p.m. on any day Monday to Friday inclusive shall be paid an extra rate of 1s. 6d. per day.

DEFINITIONS.

7. (a) "Barman" or "Barmaid" shall mean any person usually employed for more than two hours in any one day or night in the sale of liquor over the public bar; the saloon, private or parlour bar; the lounge bar; the bar used to service a beer garden; and the bottle department of any hotel or wine saloon in which the trading hours prescribed by law are the same as those applying to the sale of liquor in public bars.

(b) "Cellarman" shall mean in an hotel any person employed in charge of, responsible for, and/or substantially engaged in looking after the contents of a cellar.

(c) "Assistant cellarman" shall mean in a hotel any employee who is substantially engaged as an assistant to the cellarman in looking after the contents of a cellar.

(d) "Spread of hours" means the period of time elapsing from the time an employee commences duty to the time he ceases duty.

(e) "Union" for the purposes of this Determination shall mean the Federated Liquor and Allied Trades Employees' Union of Australasia and the Victorian Branch thereof.

(f) "Double Time" shall mean, when applicable to the ordinary hours of work on a week day, Sunday or holiday, the ordinary hourly rate payable as part of the weekly wage, and in addition a rate equal to such ordinary hourly rate.

TRAVELLING FACILITIES.

8. Where an employee is detained at work until it is too late to travel by the last ordinary train, tram, vessel or other regular conveyance to his or her usual place of residence, the employer shall either provide proper conveyance or provide accommodation for the night free of charge.

HIGHER OR LOWER GRADE WORK.

9. (a) An employee engaged for half or more of one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day. If for less than half of one day he shall be paid the higher rate for the time so worked.

(b) A higher paid employee shall, when necessary, temporarily relieve a lower paid employee without loss of pay.

TIME AND WAGES BOOK OR SHEET.

10. A time and wages book or sheet shall be provided and kept by each employer. Each employee shall, on commencing work each day, enter his or her starting time; and on finishing work each day enter his or her finishing time. An entry shall also be made therein by the employer of the time worked and the amount of wages and overtime paid each week, together with the date of payment. The employer shall keep such book or sheet available at all reasonable times and in a convenient place to which the employee shall have access for the purpose of making such entries. Such book or sheet may be inspected by the officials of the Union at all reasonable hours. When broken shifts are worked, the employee shall enter therein the time he or she goes off for each meal and the time of restarting work after each meal and the finishing time.

PAYMENT OF WAGES.

11. All wages, including overtime, shall be paid by Thursday in each week or such other day as may be mutually agreed upon by an employer and his employees. Employees whose weekly holiday falls on pay day shall be paid their wages if they so desire prior to going off duty on the day prior to their day off. Employees who are paid their wages at any time other than during their working time, shall, if kept waiting more than fifteen minutes, be paid at overtime rates for all such waiting time.

HOLIDAYS.

12. Weekly employees shall be entitled to the following public holidays without loss of pay:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Queen's Birthday, Labour Day, Union Picnic Day, Anzac Day, Christmas Day and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

ANNUAL HOLIDAYS.

13. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

14. (a) Any employee, other than a casual, who has been in the service of the same employer continuously, shall be allowed one week's sick leave on full pay annually. Such sick leave shall be inoperative for the first three months of employment. On completion of three months and up to six months of employment three days' sick leave on full pay shall be allowed. After six months' service the full period of one week on full pay shall be operative; provided that not more than one week shall be allowed for each year of service.

(b) Provided further that any claim made for sick leave shall be supported by evidence satisfactory to the employer that the employee is unable to work because of personal ill health; but if a medical certificate is required the cost of it shall be borne by the employer.

(c) Any employer taking over a business shall be responsible for all sick leave covered by the period of employment of each employee who was employed by an immediate predecessor in the business.

(d) Sick leave which has not been taken by an employee during the immediately preceding two years shall together with the allowance of the then current year render an employee entitled to a maximum of 120 hours sick leave in any one year.

OVERTIME, HOLIDAY AND PENALTY RATES.

15. (a) *Overtime*.—An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

All time worked in excess of 8 hours per day, or in excess of 40 hours per week where the employee's ordinary hours of work are balanced over one week, or in excess of 80 hours per fortnight where the employee's ordinary hours of work are balanced over a fortnight, or in excess of 120 hours in three weeks where the employee's ordinary hours of work are balanced over a three-week period, or in excess of 160 hours in four weeks where the employee's ordinary hours of work are balanced over a four-week period, or outside the spread of hours prescribed in clause 6 of this Determination shall, except as provided in sub-clauses (b), (c) and (d) hereof, be paid for at the rate of time-and-a-half.

(b) *Saturday*.—All time worked on Saturday shall be paid for at the rate of time-and-a-half.

(c) *Sunday*.—All time worked on a Sunday in the front of the house shall be paid for at the rate of double time, and all time worked on a Sunday in the back of the house shall be paid for at the rate of time-and-a-half.

(d) *Holiday*.—All time worked on a holiday shall be paid for at the rate of double time for the hours worked, with a minimum of four hours additional pay. Alternatively, weekly employees who work on a prescribed public holiday may, by agreement, perform such work without penalty pay in that week provided that equivalent paid time is added to the employee's annual leave.

(e) *Employee's Day Off*.—An employee required to work on his or her rostered day or days off shall be paid at the rate of double time.

UNION OFFICIALS.

16. The Secretary and accredited officials of the Union shall have the right to enter the premises of an employer at a time reasonably convenient to the employer for the purpose of interviewing members, but such official shall obtain the permission of the employer before entering either the cellar or the back of the house.

FIRST AID OUTFIT.

17. In each establishment the employer shall provide and continuously maintain at a place reasonably accessible to all employees an efficient first aid outfit.

BREAKAGES.

18. An employer shall not charge a sum against nor deduct any sum from the wages of an employee in respect of breakages of crockery or other utensils except in the case of wilful misconduct.

SPECIAL CLOTHING.

19. (a) Where the employer requires any special clothing such as coats, dresses, caps, aprons, cuffs and any other articles of clothing to be worn by the employee they shall be purchased and laundered at the employer's expense. Such clothing shall remain the property of the employer. By agreement the employee may be required to wash and iron the special clothing and an agreed sum of money shall be paid to the employee each week by the employer.

(b) Where it is necessary that waterproof or other protective clothing such as waterproof boots, aprons or gloves be worn by an employee, such clothing shall be supplied without cost to the employee and shall remain the property of the employer.

UNIFORM, TOOLS AND GEAR.

20. All aprons, towels, tools, ropes, brushes, knives, choppers, implements, utensils and material shall be supplied by the employer without cost to the employee.

DRESSING ROOMS, SHOWERS, ETC.

21. (a) An employer shall provide a separate dressing room each for male and for female employees, adequately lighted ventilated with suitable floor covering and floor space to be sufficiently roomy to accommodate all employees likely to use it at the one time; sufficient seating accommodation and lounge or settee, and steel or vermin-proof lockers; adjacent thereto wash basins and showers with hot and cold water and toilets for staff use.

(b) An employer who is unable to provide the facilities herein stated may make application to the Chief Inspector of Factories and Shops for exemption from this clause.

(c) The provisions of this clause shall not apply to Wine Saloons.

NOTE.—Attention is drawn to the employment of females as barmaids in hotels pursuant to National Security (Employment of Women) Regulations.

The Women's Employment Board on 8th September, 1942, on the application of the United Licensed Victuallers Association (Victorian Branch) approved and laid down the conditions in respect to the employment of females not under 35 years of age as barmaids in hotels.

Extracts of the decisions of the Board are given herein:—

That females may be employed on the said work.

That the hours during which females may be employed on such work shall be 10 a.m. to 6 p.m. six days per week but in no event shall the total hours per week exceed 40.

That there shall be no period of probation.

That this decision shall bind the applicant and the Federated Liquor and Allied Trades Employees' Union and its members.

That the period of employment of extra females in bars (excluding those at present employed and registered with the State Government) shall be for the duration of the war.

That these employees shall be paid the same rate of wage as men, and this condition shall apply to present registered barmaids as it would be impracticable to differentiate.

That in order to prevent any replacement of existing bar personnel, whether male or female, by the prospective new female employees, there shall be established a Committee comprising an equal number of representatives of employers and employees. The decision of this Committee as to whether an employer may be permitted to engage new female labour shall be final, so far as this Order is made.

All female personnel to be engaged, whether permanently or for casual work, shall before commencing employment become members of the Federated Liquor and Allied Trades Employees' Union.

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.

WAGE RATES.

Saturdays and Week Days.

22. (a) Casual barmen employed on racecourses, showgrounds, football grounds, cricket grounds, sports grounds, picnic grounds, recreation grounds and all social functions shall be paid at the rate of 9s. per hour with a minimum payment as for four hours' work on any one day.

(b) Full-day men shall be paid at the rate of 60s. per day for 8 hours work or less, exclusive of the meal hour. If lunch is not provided 2s. 6d. shall be paid in lieu thereof.

Public Holidays and Sundays.

(c) Casual barmen employed on racecourses, showgrounds, football grounds, cricket grounds, sports grounds, picnic grounds, recreation grounds and all social functions shall be paid at the rate of 12s per hour with a minimum payment as for four hours.

(d) Full-day men shall be paid at the rate of 80s. per day of 8 hours' work or less, exclusive of the meal hour. If lunch is not provided 2s. 6d. shall be paid in lieu thereof.

PUBLIC HOLIDAYS.

23. Holidays for the purpose of this section of the Determination shall mean and be deemed to be New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, Melbourne Cup Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

MEN IN CHARGE.

24. Men in charge of bar shall be paid 5s. per day extra.

POSTPONEMENT.

25. Where a man who is engaged to attend a function and so attends and the function is postponed he shall be paid one-half of the minimum rate provided for a casual barman in clause 22 (a) hereof. Provided that no employee shall attend at the place of employment if public notice of the postponement has been given either by the Press or Radio or both, not less than two hours prior to the advertised starting time of the function.

SHOP DAYS.

26. Persons employed on a shop day, that is persons preparing for a function on the day before such function or cleaning up on the day after such function shall be paid at the rate of 7s. 6d. per hour on Saturdays or week days and 10s. per hour on Sundays and Public Holidays as prescribed in clause 23 hereof. Lunch shall be provided by the employer.

FARES.

27. All fares from and to the principal post office at the centre of engagement shall be paid by the employer.

PERMANENT EMPLOYEES.

28. No man in permanent employment shall be engaged on casual work unless casual labour is unavailable.

PAYMENT OF WAGES.

29. Wages shall be paid at the end of each engagement and within fifteen minutes of the employee presenting himself for payment. An employee kept waiting for more than fifteen minutes after presenting himself shall be paid at ordinary rates for the additional time he is kept waiting.

TRAVELLING TIME.

30. Casual employees engaged to work outside a radius of 10 miles from the principal post office in the locality where they are to be employed shall be paid 60s. per day of 8 hours exclusive of meal hours. Meals, fares and accommodation where necessary shall be provided by the employer. Travelling time before 9 a.m. on the forward journey shall be paid for at the rate of ordinary time, that is 5s. per hour and travelling time after 6 p.m. shall be paid for at the same rate. Where an employee travels on a day other than the day on which a function occurs he shall be paid at ordinary rates for all such travelling time.

EXHIBITION OF DETERMINATION.

31. This Determination shall be exhibited by each employer on his premises in a place accessible to all employees.

PICKING UP GLASSES.

32. Men picking up glasses shall be paid 30s. per day for Saturdays and week days and 40s. per day for holidays and Sundays.

Youths 18 years of age and over picking up glasses shall be paid 22s. 6d. per day for Saturdays and week days and 30s. per day for holidays and Sundays.

GRATINGS.

32. Where a booth is erected without flooring, on a recreation ground, racecourse, showground, or picnic ground, gratings shall be provided by the employer, and shall be placed on the ground where the men are working.

UNIFORMS.

34. Where special uniforms including white coats or other types of dress are required to be worn they shall be supplied and laundered at the employer's expense and shall be and remain the property of the employer.

RIGHT OF ENTRY OF UNION OFFICIALS.

35. The Secretary or an accredited officer of the Union, shall have the right to enter the employer's premises at a convenient time for the purpose of interviewing members of the Union.

TIME AND WAGES BOOK OR SHEET.

36. Each employer shall keep a time and wages book or sheet showing the number of hours worked each day by each employee and the rate of payment made to such employee. Such book or sheet shall be open for inspection by an accredited official of the Union at all reasonable times.

CLUBS.

37. **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 year of age or under	45	108 0	48	86 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	125 0	56	101 0	
18 years of age ..	59	141 6	59	106 0	
19 years of age ..	70	168 0	63	113 6	
20 years of age ..	90	216 0	70	126 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	280 0	..	277 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	355 0	278 6	352 0	276 9
Five, six, or seven	311 0	242 0	308 0	240 3
Three or four	296 0	227 6	293 0	225 9
Other first cooks or cook employed alone ..	281 0	214 6	278 0	212 9
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	311 0	241 6	308 0	239 9
Five, six or seven	285 6	220 0	282 6	218 3
Less than five	273 0	211 6	270 0	209 9
Larder cook	273 6	208 6	270 6	206 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	277 0	209 6	274 0	207 9
Third, stove, grill, fish, or breakfast cook ..	273 0	207 6	270 0	205 9
Vegetable or assistant cook	270 0	204 6	267 0	202 9
Oysterman	263 0	..	260 0	..
Pantryman or kitchenman	263 0	..	260 0	..
Storeman	270 0	..	267 0	..
Head waiter	280 0	..	277 0	..
Other waiters	263 0	..	260 0	..
Night porter	263 0	..	260 0	..
Day porter	263 0	..	260 0	..
Billiard-room attendant	263 0	..	260 0	..
Commissionaire or messenger	263 0	..	260 0	..
Housekeeper, stewardess, or manageress ..	..	207 6	..	205 9
Laundress .. .. .	..	195 6	..	193 9
Head waitress or supervisor .. .. .	..	197 6	..	195 9
Other waitresses .. .. .	..	191 6	..	189 9
Pantrymaid or kitchenmaid .. .. .	..	191 6	..	189 9
Counterhand .. .. .	..	191 6	..	189 0
Housemaid .. .. .	..	191 6	..	189 9
Linen maid or seamstress .. .. .	..	196 0	..	194 3
Persons not otherwise provided for	263 0	191 6	260 0	189 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.
Mid-day waitress or mid-day kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	111 0	..	110 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.

† 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 mid-day waitress, a mid-day 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 2s. per meal less.
 - (b) for each meal other than a substantial meal, 1s. per meal less.
- (ii) boards and lodges the employee, 48s. 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.

HOURS OF WORK.

38. The hours of work shall be 40 per week to be worked within a spread of 12 hours per day, including meal intervals and not more than two other breaks, which, in the aggregate, shall not exceed 3 hours each day.

TERMS OF EMPLOYMENT.

39. (a) Employees (other than casual employees, mid-day waitresses and mid-day kitchenmaids or pantrymaids) shall be engaged by the week and paid by the week.

(b) Employees (other than casual employees, mid-day waitresses and mid-day kitchenmaids or pantrymaids) 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 48, 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.

OVERTIME.

40. Time and a half calculated on the rates fixed without any deductions for board and/or lodging shall be paid for all time worked in excess of 40 hours per week or in excess of 10 hours per day and/or outside a spread of 12 hours each day.

CASUAL LABOUR.

41. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of time and a third on the days Monday to Friday inclusive and time and a half on Saturdays and Sundays, with a minimum payment of three hours for work done on any one day: Provided that any employee who is employed within a club located on a football ground or a cricket ground shall be paid the rate prescribed by clause 58 (b) of the Restaurant Section.

SATURDAYS AND SUNDAYS.

42. The special rate to be paid to employees, other than casuals, for work done on Saturday up to 12 noon shall be time and a quarter and thereafter time and a half, and all work done on a Sunday shall be time and a half.

ROSTERED DAY OFF.

43. (a) An employee required to work on his or her rostered day off shall be paid at the rate of time and a half.
 (b) An employee shall not be required to take his or her rostered day off on a holiday prescribed in clause 44.

SPECIAL RATES.

44. Employees, other than casual employees, required to work on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted for any of the above-named holidays shall be paid a minimum of seven hours at ordinary rates plus ordinary rates for the actual time worked up to seven hours and double time for all time worked in excess of seven hours.

HOLIDAYS.

45. Employees, other than casual employees, not required to work, shall be entitled to be absent on the holidays prescribed, in clause 44 without deduction of pay, provided that the employee does not absent himself or herself from work without the employer's permission or reasonable cause on the working day preceding or succeeding any such holiday.

For the purposes of this clause a holiday shall be deemed to be of seven hours.

UNIFORMS.

46. Where any female employee is required by the employer to wear a uniform (other than a black uniform) such uniform shall be provided and laundered by the employer free of cost to the employee, or, if mutually agreed that the employee shall launder such uniform, the employer shall allow the employee 3s. per week for each uniform so laundered.

ANNUAL HOLIDAYS.

47. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

48. (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 4th July, 1946, shall be disregarded.

DEFINITIONS.

49. (a) "Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.
 (b) "Substantial Meal"—A substantial meal shall consist of food comprising soup, entrée, or joint, vegetables and sweets, and on Friday, a choice of fish.
 (c) "Full Pay" shall mean the rate prescribed in the Determination for the class of work performed, without any deductions whatever.
 (d) Storeman shall mean an employee continuously engaged in storing, checking, tallying, or handling stores.
 (e) Linen maid or seamstress shall mean a female employee who makes and/or repairs linen, uniforms, or furnishings for use in the club concerned.

RIGHT OF ENTRY.

50. Any official of the Union or the Victorian Chamber of Catering Industries authorized in writing by the Secretary for Labour and Industry shall have the right to enter any establishments 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 an employer or his representative for such production.

TERMINATION OF EMPLOYMENT.

51. Employees (other than Casual Employees) shall, except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice one-third of the weekly rate fixed for the class of work performed by the employee shall be paid by the employer or forfeited by the employee, but such notice shall not be required from an employee who terminates employment because of his or her illness or injury.

TRAVELLING FACILITIES.

52. Where an employee is detained at work until it is too late to travel by the last train, tram, vessel or other regular conveyance to his or her usual place of residence, the employer shall either provide proper conveyance or private accommodation for the night free of charge.

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.

53. 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>	MALES OR FEMALES.
16 years of age or under	45	108 0	48	86 6	<p><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	125 0	56	101 0	
18 years of age ..	59	141 6	59	106 0	
19 years of age ..	70	168 0	63	113 6	
20 years of age ..	90	216 0	70	126 0	

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	352 0	278 6	349 0	276 9
Five, six, or seven	308 0	242 0	305 0	240 3
Three or four	293 0	227 6	290 0	225 9
Other first cooks or cook employed alone ..	278 0	214 6	275 0	212 9
Second cook where the number of persons employed in the kitchen is—				
Eight or more	308 0	241 6	305 0	239 9
Five, six, or seven	282 6	220 0	279 6	218 3
Other second cooks	270 0	211 6	267 0	209 9
Night or relieving cook	270 0	207 6	267 0	205 9
Larder cook	270 6	208 6	267 6	206 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	274 0	209 6	271 0	207 9
Third, stove, grill, fish, or breakfast cook ..	270 0	207 6	267 0	205 9
Vegetable or assistant cook	267 0	204 6	264 0	202 9
Oysterman	260 0	..	257 0	..
Pantryman or kitchenman	260 0	..	257 0	..
Storeman or storewoman	267 0	195 6	264 0	193 9
Head waiter	277 0	..	274 0	..
Other waiters	260 0	..	257 0	..
Night porter	260 0	..	257 0	..
Day porter	260 0	..	257 0	..
Billiard-room attendant	260 0	..	257 0	..
Commissionaire or messenger	260 0	..	257 0	..
Housekeeper or stewardess .. .. .	..	207 6	..	205 9
Laundress .. .. .	..	195 6	..	193 9
Head waitress or Supervisor .. .. .	..	197 6	..	195 9
Other waitresses .. .. .	..	191 6	..	189 9
Pantrymaid or kitchenmaid .. .. .	..	191 6	..	189 9
Fruit juice, flavour, or soda fountain hand ..	..	194 6	..	192 9
Counterhand (other than a soda fountain hand as defined) .. .. .	..	191 6	..	189 9
Housemaid .. .. .	..	191 6	..	189 9
Linen maid or seamstress .. .. .	..	196 0	..	194 3
Persons not otherwise provided for	260 0	181 6	257 0	189 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.
Mid-day waitress or mid-day kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	111 0	..	110 0

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wage 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 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 mid-day waitress, a mid-day 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, 2s. per meal less;
 - (b) for each meal other than a substantial meal, 1s. per meal less.
- (ii) boards and lodges the employee, 48s. 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.

HOURS OF WORK.

54. The hours of work shall be 40 per week to be worked within a spread of 12 hours per day, including meal intervals and not more than two other breaks, which, in the aggregate, shall not exceed three hours each day.

TERMS OF EMPLOYMENT.

55. (a) Employees (other than casual employees, mid-day waitresses and mid-day kitchenmaids or pantrymaids) shall be engaged by the week and paid by the week.

(b) Employees (other than casual employees, mid-day waitresses and mid-day kitchenmaids or pantrymaids) 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 66 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.

OVERTIME.

56. Time and a half calculated on the rates fixed without any deductions for board and/or lodging shall be paid for all time worked in excess of 40 hours per week or in excess of 10 hours per day and/or outside a spread of 12 hours each day.

FEMALES EMPLOYED AFTER MIDNIGHT.

57. Females (other than casuals) required to do any work between midnight and 6 a.m. shall be paid for such work at the rate of double time.

CASUAL LABOUR.

58. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid—

(a) All casual workers other than those employed by caterers—time and a third on the days Monday to Friday inclusive, and time and a half on Saturdays and Sundays, with a minimum payment of three hours for work done on any one day.

(b) Casual workers employed in the business of a caterer—

Persons employed on racecourses, show grounds, picnic grounds, or recreation grounds—

Males :—

Cooks 10s. per hour

All others 9s. per hour

Females :—

Cooks 8s. per hour

All others 5s. 11d. per hour

} With a minimum of 4 hours' pay for work done on any one day.

Persons employed on a shop day (i.e., persons employed preparing for a function on the day before such function or cleaning up on the day after such function)—

(i) For a function held on a racecourse, showground, picnic ground, or a recreation ground—

Males 63s. per day of 8 hours.

Females 48s. per day of 8 hours.

(ii) For a function other than a function provided for in sub-clause (i)—

Males 9s. per hour with a minimum payment for 4 hours on any day.

Females 5s. 11d. per hour with a minimum payment for 4 hours on any day.

Where the employer does not provide a mid-day meal for a casual worker employed on a shop day such worker shall be paid 1s. 8d. per day extra.

All others— Per hour.

Males 9s.

Females 5s. 11d.

} With a minimum payment of three hours for work done on any one day.

(c) Notwithstanding any provision in sub-clauses (a) and (b) hereof the minimum payment for employees who work during a theatre interval only, viz., between 8.45 p.m. and 10.15 p.m. for a period not exceeding one hour shall be 5s. 9d. for each day.

(d) The special rate of time and a third shall be paid to casual workers employed in the business of a caterer for work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, Melbourne Cup Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

TRAVELLING.

59. The special rate to be paid to employees who work away from their employer's place of business for time occupied in travelling between the employer's place of business and work, or between the employee's residence and work, shall be at ordinary rates.

SATURDAYS AND SUNDAYS.

60. The special rate to be paid to employees, other than casuals, for work done on Saturday up to 12 noon shall be time and a quarter and thereafter time and a half, and all work done on a Sunday shall be time and a half.

ROSTERED DAY OFF.

61. (a) An employee required to work on his or her rostered day off shall be paid at the rate of time and a half.

(b) An employee shall not be required to take his or her rostered day off on a holiday prescribed in clause 62.

SPECIAL RATES.

62. Employees, other than casual employees, required to work on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted for any of the above-named holidays, shall be paid a minimum of seven hours at ordinary rates plus ordinary rates for the actual time worked up to seven hours and double time for all time worked in excess of seven hours.

HOLIDAYS.

63. Employees, other than casual employees, not required to work, shall be entitled to be absent on the holidays prescribed in clause 62 without deduction of pay, provided that the employee does not absent himself or herself from work without the employer's permission or reasonable cause on the working day preceding or succeeding any such holiday.

For the purposes of this clause a holiday shall be deemed to be of seven hours.

UNIFORMS.

64. Where any female employee is required by the employer to wear a uniform (other than a black uniform) such uniform shall be provided and laundered by the employer free of cost to the employee.

ANNUAL HOLIDAYS.

65. The annual holiday shall be as prescribed by the provision of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

66. (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 4th July, 1946, shall be disregarded.

DEFINITIONS.

67. (a) "Sweets cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

(b) "Substantial meal" shall consist of food comprising soup, entrée, or joint, vegetables and sweets, and on Fridays, a choice of fish.

(c) Full pay shall mean the rate prescribed in the Determination for the class of work performed without any deductions whatever.

(d) Departmental store or emporium shall mean an establishment where more than one class of business is carried on, and where under section 80 of the *Labour and Industry Act 1953*, such establishment is required to close at the hours prescribed by such section.

(e) Linen maid or seamstress shall mean a female employee who makes and/or repairs linen, uniforms, or furnishings for use in connexion with a business covered by this Determination.

(f) Fruit juice, flavour, or soda-fountain hand shall mean a female employee who as required prepares fruit juices and/or flavours.

(g) Storeman or storewoman shall mean an employee continuously engaged in storing, checking, tallying, or handling stores.

TERMINATION OF EMPLOYMENT.

68. Employees (other than casual employees) shall except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice one-third of the weekly rate fixed for the class of work performed by the employee shall be paid by the employer or forfeited by the employee, but such notice shall not be required from an employee who terminates employment because of his or her illness or injury.

TRAVELLING FACILITIES.

69. Where an employee is detained at work until it is too late to travel by the last train, tram, vessel or other regular conveyance to his or her usual place of residence, the employer shall either provide proper conveyance or private accommodation for the night free of charge.

RIGHT OF ENTRY.

70. Any official of the Union or the Victorian Chamber of Catering Industries authorized in writing by the Secretary for Labour and Industry 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.

ACCOMMODATION.

71. Adequate accommodation apart from rooms to which the public have access shall be provided for dressing, and reasonable accommodation shall be provided for employees to have their meals.

PERIODICAL ADJUSTMENT OF WAGES.

72. (a) The wages rates for adult males and barmaids set out in clause 2, and for adult males set out in clauses 37 and 53 are based upon the following basic wage rates and pursuant to the provisions of section 33 of the *Labour and Industry 1953*, shall be automatically adjusted as prescribed by clause 73.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within a radius of 25 miles of the G.P.O., Melbourne; 5 miles of the G.P.O., Geelong; and in Mildura	12 0 0	Melbourne
Elsewhere Hotels and Wine Saloons 3s. less than the contemporaneous basic wage for Melbourne		

(b) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females: Provided that the wages of a mid-day waitress or mid-day kitchenmaid or pantrymaid in Clubs or Restaurants shall be increased or decreased by half the amount of the difference from time to time in the said basic wage for females, and the wages of a mid-day waitress or mid-day kitchenmaid or pantrymaid in Hotels and Wine Saloons shall be adjusted proportionately on an original rate of 73s. 6d. and a female basic wage of 121s. 6d. and that the rate for "All other parts of Victoria" shall be 1s. less.

JUNIOR RATES.

(c) (i) The minimum rates of wage for juniors in clause 2 shall be the under-mentioned percentages prescribed for the area in which they are employed and in addition thereto the additional amounts specified.

Males.

Age.	Percentage of Basic Wage for Adult Males.	Additional Amount.
		<i>s. d.</i>
17 years of age	46	4 0
18 years of age	58	5 0
19 years of age	73	6 0
20 years of age	88	7 0

Females.

Age.	Percentage of Basic Wage for Adult Females.	Additional Amount.
		<i>s. d.</i>
18 years of age and under	62	4 0
19 years of age	72	4 6
20 years of age	82	5 0

The total wage shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

(ii) The amounts of the ordinary wage rates for all juniors in clauses 37 and 53 shall be the appropriate percentages as set out in clauses 37 and 53, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(d) The rates for board and lodging for adults (other than in Hotels and Wine Saloons) shall be increased or decreased by 1s. for every 5s. per week alteration in the Basic Wage as follows:—

Table.

Deductions for Board and Lodging.		Basic Wage for Melbourne.	
<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
40 0		199 0	to 203 0
41 0		204 0	to 208 0
42 0		209 0	to 213 0
43 0		214 0	to 218 0
44 0		219 0	to 223 0
45 0		224 0	to 228 0
46 0		229 0	to 233 0
47 0		234 0	to 238 0
48 0		239 0	to 243 0
49 0		244 0	to 248 0

ADJUSTMENT OF BASIC WAGE.

73. (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, 1955, the amounts of the basic wage shall be as prescribed in clause 72.

(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 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 .103 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. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 25th July, 1955.