



VICTORIA GOVERNMENT GAZETTE.

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[1929

Factories and Shops Acts.

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

NOTE.—(a) This Determination on the 1st April, 1929, applied to the whole of the State of Victoria.

(b) On the 23rd August, 1927, the power given to the Shops Board No. 7 (Country Shops Assistants) to determine the lowest prices or rates which may be paid to persons employed as described in (c) of the preamble hereto, was conferred exclusively on this Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed 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, fish or oyster shop, or any premises for which a colonial 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 the Fish and Poultry Board;
- (b) employed in the business of a caterer;
- (c) 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 this Determination shall come into force and be operative on and after the 1st April, 1929.

(2)

HOTELS.

(a)

APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).				PROPORTION (IN ANY PLACE).	
	Within a radius of 25 miles of the General Post Office, Melbourne; and in the City of Mildura.		In all other parts of Victoria.		MALES OR FEMALES.	
	Males.	Females.	Males.	Females.		
	Per Week of 48 Hours.		Per Week of 48 Hours.			
	s. d.	s. d.	s. d.	s. d.		
Improvers employed in the bar—						
18 years of age or under ..	55 0	55 0	49 0	49 0	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
19 years of age ..	60 0	60 0	54 0	54 0		
20 years of age ..	70 0	70 0	64 0	64 0		
Apprentices and all other Improvers—					Apprentices.	
16 years of age or under ..	36 0	36 0	31 0	31 0	One improver to every four or fraction of four workers receiving not less than the minimum wage.	
17 years of age ..	44 6	44 6	39 6	39 6		
18 years of age ..	50 0	50 0	45 0	45 0		
19 years of age ..	55 6	Minimum wage	50 6	Minimum wage		
20 years of age ..	66 6	Minimum wage	61 6	Minimum wage		
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—	Deductions per week.					
Board of three meals on each day ..	18 4	18 4	17 0	17 0		
Board of three meals on each day other than the employee's weekly day off ..	15 9	15 9	14 6	14 6		
Lodging ..	6 0	6 0	6 0	6 0		

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, and in the City of Mildura.		Within a radius of 5 miles of the principal post office at Geelong.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.	Males.	Females.
	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Barmen	94 6	..	91 6	..	88 6	..
Cellarmen	109 6	..	106 6	..	103 6	..
Assistant cellarman	94 6	..	91 6	..	88 6	..
Steward	94 6	..	91 6	..	88 6	..
Barmaids .. .. .	..	71 6	..	68 6	..	66 6
First cook where the number of persons employed in the kitchen is—						
Eight or more	133 6	98 0	130 6	95 0	120 0	81 0
Five, six, or seven	116 0	78 0	113 0	75 0	104 0	68 0
Three or four	110 0	71 0	107 0	68 0	94 0	66 0
Other first cooks	104 0	70 0	101 0	67 0	89 0	65 0
Second cook where the number of persons employed in the kitchen is—						
Eight or more	116 0	78 0	113 0	75 0	99 0	68 0
Five, six, or seven	104 0	70 0	101 0	67 0	89 0	60 0
Other second cooks	98 0	66 0	95 0	63 0	86 6	58 0
Night or relieving cook when the number of persons employed in the kitchen is—						
Eight or more	116 0	..	113 0	..	99 0	..
Five, six, or seven	104 0	..	101 0	..	89 0	..
Other night or relieving cooks	98 0	..	95 0	..	86 6	..
Larder cook	101 0	66 0	98 0	63 0	86 6	58 0
Pastrycook	104 0	66 0	101 0	63 0	89 0	60 0
Stove, grill, fish, third, or breakfast cook	98 0	62 0	95 0	59 0	86 6	56 0
Vegetable or assistant cook	96 0	60 0	93 0	57 0	85 0	55 0
Oysterman	92 0	..	89 0	..	84 0	..
Pantryman or kitchenman	92 0	..	89 0	..	84 0	..
Storeman	94 6	..	91 6	..	88 0	..
Head waiter	94 6	..	91 6	..	88 0	..
Other waiters	92 0	..	89 0	..	84 0	..
Night porter	92 0	..	89 0	..	84 0	..
Day porter	92 0	..	89 0	..	84 0	..
Billiardroom attendant	92 0	..	89 0	..	84 0	..
Commissionaire or messenger	92 0	..	89 0	..	84 0	..
Housekeeper, Stewardess, or Manageress .. .. .	..	73 6	..	70 6	..	66 0
Laundress .. .. .	..	62 0	..	59 0	..	54 0
Head waitress .. .. .	..	62 0	..	59 0	..	54 0
Other waitresses .. .. .	..	58 0	..	55 0	..	51 0
Pantrymaid or kitchenmaid .. .. .	..	59 0	..	56 0	..	51 0
Housemaid .. .. .	..	59 0	..	56 0	..	51 0
Persons not otherwise provided for	92 0	59 0	89 0	56 0	84 0	51 0
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—						
Board of three meals on each day	18 4	18 4	17 0	17 0	16 0	16 0
Board of three meals on each day other than the employee's weekly day off	15 9	15 9	14 6	14 6	14 6	14 6
Lodging	6 0	6 0	6 0	6 0	5 0	4 0
Midday waitress (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	30 0	..	27 0	..	25 0

(b) OVERTIME.—Any employee, who in any week works for any time in excess of the number of hours fixed, shall be paid for such extra time at the rate of time and a half, calculated on the rates fixed without board and lodging.

(c) CASUAL LABOUR.—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—

- Males 2s. 9d. per hour, with a minimum of 6s. for work done on any one day.
- Females 2s. per hour, with a minimum of 5s. for work done on any one day.

(d) SPECIAL RATES.—The special rates payable to persons for work done on New Year's Day, Union Picnic Day (within a radius of 25 miles of the General Post Office, Melbourne; in the city of Mildura; and within a radius of 5 miles of the principal post office at Geelong), Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day shall be time and a half, calculated on the rates fixed without board and lodging; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(e) TERMINATION OF EMPLOYMENT.—Except in the case of a casual employee, 48 hours' notice of termination of employment shall be given by either employer or worker.

(3)

CLUBS.

(a) APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 48 HOURS.		PROPORTION (IN ANY PLACE).
	Males.	Females.	
	s. d.	s. d.	
1st six months' experience	20 0	17 0	<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>
2nd " "	26 0	23 0	
3rd " "	29 6	26 6	
4th " "	32 6	29 0	
5th " "	38 6	Minimum wage	
6th " "	45 0	Minimum wage	<p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
4th years'	57 6	Minimum wage	
Thereafter	Minimum wage	Minimum wage	

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 48 Hours.	Per week of 48 hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	92 0	..	90 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	122 0	82 0	122 0	82 0
Five, six, or seven	106 0	69 0	106 0	69 0
Three or four	96 0	67 0	96 0	67 0
Other first cooks	93 0	67 0	90 6	67 0
Second, or night or relieving, cook when the number of persons employed in the kitchen is—				
Eight or more	101 0	69 0	101 0	69 0
Five, six, or seven	91 0	61 0	91 0	61 0
Less than five	90 0	59 0	88 6	59 0
Larder cook	90 0	59 0	88 6	59 0
Pastrycook	92 6	61 0	91 0	61 0
Stove, grill, third, or breakfast cook	90 0	57 0	88 6	57 0
Vegetable or assistant cook	88 6	57 0	87 0	57 0
Oysterman	88 0	..	86 0	..
Pantryman or kitchenman	88 0	..	88 0	..
Storeman	90 0	..	90 0	..
Head waiter	88 0	..	86 0	..
Other waiters	88 0	..	86 0	..
Night porter	88 0	..	86 0	..
Day porter	88 0	..	86 0	..
Billiardroom attendant	88 0	..	86 0	..
Commissionaire or messenger	88 0	..	86 0	..
Housekeeper, Stewardess, or Manageress	..	67 0	..	67 0
Laundress	..	55 0	..	55 0
Head waitresses	..	55 0	..	55 0
Other waitresses	..	52 0	..	52 0
Pantrymaid or kitchenmaid	..	52 0	..	52 0
Counterhand	..	52 0	..	52 0
Housemaid	..	52 0	..	52 0
Persons not otherwise provided for	88 0	52 0	85 3	52 0
		Per week of 20 hours.		Per week of 20 hours.
Midday waitress or midday pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	25 0	..	25 0

* Except in the case of an apprentice, an improver, a midday waitress, a midday pantrymaid, or a casual employee, the minimum wage shall be, where the employer—

- (i) Boards the employee and provides three meals per day, one of which shall be a hot meal, 17s. 6d. per week less;
- (ii) Boards the employee and provides three meals per day, where hot meals are not provided, 11s. per week less;
- (iii) Provides only two meals per day for an employee who is employed for not more than three-fourths of the maximum number of hours fixed as a week's work, 11s. per week less; or
- (iv) Boards and lodges the employee, 22s. 6d. per week less.

- (b) OVERTIME.—The following rates shall be paid for overtime—
- (i) Persons employed in the bar—
- For all work done outside a period of 12 hours per day from the time of their beginning to the time of their ending work Time and a half
 - For all work done in any week (within a period of 12 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work Time and a half
- (ii) All other persons—
- For all work done outside a period of 14 hours per day from the time of their beginning to the time of their ending work Time and a half
 - For all work done in any week (within a period of 14 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work Time and a half
- (c) CASUAL LABOUR.—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—
- Males 2s. 9d. per hour, with a minimum of 6s. for work done on any one day,
 - Females 2s. per hour, with a minimum of 5s. for work done on any one day.
- (d) TRAVELLING.—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 2s. per hour.
- (e) SPECIAL RATES.—The special rates payable to persons for work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day shall be time and a half, calculated on the rates fixed without board and lodging; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.
- (f) UNIFORMS.—Where any female employee is required by the employer to wear a special uniform (other than a black, white or black and white uniform) such uniform shall be provided by the employer.

(4) RESTAURANTS, COFFEE PALACES, EATINGHOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.

(a) APPRENTICES OR IMPROVERS.

Wages per week of 48 Hours.			PROPORTION (IN ANY PLACE).	
	Males.	Females.	MALES OR FEMALES.	
	s. d.	s. d.		
1st six month's experience ..	20 0	17 0	<p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p>	
2nd " " ..	26 0	23 0		
3rd " " ..	29 6	26 6		
4th " " ..	32 6	29 0		
5th " " ..	38 6	Minimum wage.		
6th " " ..	45 0	Minimum wage.	<p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>	
4th year's " ..	57 6	Minimum wage.		
Thereafter	Minimum wage.	Minimum wage.		

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 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.
	s. d.	s. d.	s. d.	s. d.
Barmen or cellarmen (employed in or in connexion with wine saloons)	94 6		94 6	
Barmaids (employed in or in connexion with wine saloons) ..		69 6		69 6
First cook where the number of persons employed in the kitchen is—				
Eight or more	119 0	80 0	119 0	80 0
Five, six, or seven	103 0	87 0	103 0	87 0
Three or four	93 0	65 0	93 0	65 0
Other first cooks	90 6	65 0	88 0	65 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more	98 0	67 0	98 0	67 0
Five, six, or seven	88 0	59 0	88 0	59 0
Other second cooks	87 0	57 0	85 6	57 0
Night or relieving cook	87 0	57 0	85 6	57 0
Larder cook	87 0	57 0	85 6	57 0
Pastrycook	89 6	59 0	88 0	59 0
Stove, grill, third, or breakfast cook	87 0	55 0	85 6	55 0
Vegetable or assistant cook	85 6	55 0	84 0	55 0
Oysterman	85 0		83 0	
Pantryman or kitchenman	85 0		83 0	
Storeman	87 0		87 0	
Head waiter	87 0		87 0	
Other waiters	85 0		83 0	
Night porter	85 0		83 0	

OTHER EMPLOYEES—continued.

	* Wages.			
	Within a radius of 25 miles of the the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Day porter	85 0	.. .. .	83 0	.. .. .
Billiardroom attendant	85 0	.. .. .	83 0	.. .. .
Commissionaire or messenger	85 0	.. .. .	83 0	.. .. .
Housekeeper or Stewardess .. .. .	.. .. .	65 0	.. .. .	65 0
Laundress .. .. .	.. .. .	53 0	.. .. .	53 0
Head waitress .. .. .	.. .. .	53 0	.. .. .	53 0
Other waitresses .. .. .	.. .. .	50 0	.. .. .	50 0
Pantrymaid or kitchenmaid .. .. .	.. .. .	50 0	.. .. .	50 0
Counterhand .. .. .	.. .. .	50 0	.. .. .	50 0
Housemaid .. .. .	.. .. .	50 0	.. .. .	50 0
Persons not otherwise provided for	85 0	50 0	82 3	50 0
		Per Week of 20 Hours		Per Week of 20 Hours.
Midday waitress or midday pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	.. .. .	25 0	.. .. .	25 0

*Except in the case of an apprentice, an improver, a midday waitress, a midday pantrymaid, or a casual employee the minimum wage shall be where the employer—

- (i) Boards the employee and provides three meals per day, one of which shall be a hot meal, 16s. per week less ;
- (ii) Boards the employee and provides three meals per day, where hot meals are not provided, 11s. per week less ;
- (iii) Provides only two meals per day for an employee who is employed for not more than three-fourths of the maximum number of hours fixed as a week's work, 11s. per week less ; or
- (iv) Boards and lodges the employee, 20s. per week less.

(b) OVERTIME.—The following rates shall be paid for overtime—

(i) Persons employed in wine saloons—

For all work done outside a period of 11 hours per day from the time of their beginning to the time of their ending work Time and a half } Calculated on the rates fixed without board and lodging.

For all work done in any week (within a period of 11 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work Time and a half }

(ii) All other persons—

For all work done outside a period of 14 hours per day from the time of their beginning to the time of their ending work Time and a half } Calculated on the rates fixed without board and lodging.

For all work done in any week (within a period of 14 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work Time and a half }

(c) CASUAL LABOUR.—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—

Casual Workers employed in the Business of a Caterer.	All Other Casual Workers.
Persons employed on racecourses—	
Barmen 3s. 8d. per hour	Males .. 2s. 9d. per hour { With a minimum of 6s. for work done on any one day.
All others—	
Males 3s. 2d. per hour	
Females 2s. 1d. per hour	Females .. 2s. per hour { With a minimum of 5s. for work done on any one day.
Persons employed on show grounds, picnic grounds, or recreation grounds—	
Males 3s. 2d. per hour	
Females 2s. 1d. per hour	
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)—	
Males 15s. 2d. per day of 8 hours.	
Females 9s. per day of 8 hours.	
Where the employer does not provide a midday meal for a casual worker employed on a shop day such worker shall be paid 1s. per day extra.	
All others—	
	{ With a minimum of 4 hours' pay for work done on any one day, except in the case of work done at any function which takes place between 12.30 p.m. and 3 p.m. or between 5.30 p.m. and 8 p.m., in which case the minimum amount to be paid for work done on any one day shall be—
Males 2s. 9d. per hour	Males 6s.
Females 2s. per hour	Females 5s.

(d) TRAVELLING.—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 2s. per hour.

(e) SPECIAL RATES.—The special rate to be paid to casual workers employed in the business of a caterer for work done on Sunday, Good Friday, or Christmas Day shall be double time, and the special rate to be paid to all other employees for work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day shall be time and a half, calculated on the rates fixed without board and lodging; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(f) UNIFORMS.—Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white uniform) such uniform shall be provided by the employer.

J. K. McCASKILL, J.P.,
Chairman.

A. NEWTON,
Secretary.

Melbourne, 12th March, 1929.