



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, MARCH 8.

[1938

Factories and Shops Acts.

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

NOTE.—This Determination on the 8th March, 1938, applied to the whole of the State of Victoria.

In accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 8th day of July, 1935, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- employed in a restaurant, coffee palace, hotel, eating-house, 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 Shops Board No. 10 (Fish and Poultry);
- employed in the business of a caterer;
- 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;
- 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 on the 8th March, 1938, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

HOTELS.

(a)

APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).				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.
	Within a radius of 25 miles of the General Post Office, Melbourne; and in the town of Mildura.		In all other parts of Victoria.		
	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 ..	48 0	..	48 0	..	
19 years of age	52 0	..	52 0	..	
20 years of age	61 6	..	61 6	..	
Apprentices and all other Improvers—					
16 years of age or under ..	31 6	52 9	26 3	49 6	
17 years of age	38 6	52 9	33 3	49 6	
18 years of age	43 0	52 9	37 9	49 6	
19 years of age	48 9	52 9	43 3	49 6	
20 years of age	58 3	52 9	52 0	49 6	
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	13 5	13 5	12 3	12 3	
Board of three meals on each day other than the employee's weekly day off	11 6	11 6	11 6	11 6	
Lodging	4 9	4 9	4 9	4 9	

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 Town 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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Barman	88 6	..	87 6	..	85 6	..
Cellarman	99 6	..	98 6	..	96 6	..
Assistant Cellarman	88 6	..	87 6	..	85 6	..
Steward	88 6	..	87 6	..	85 6	..
Barmaids .. .. .	..	67 3	..	64 3	..	64 3
First cook where number of persons employed in kitchen is—						
Eight or more	125 6	93 3	124 6	90 3	122 6	90 3
Five, six, or seven	108 0	73 3	107 0	70 3	105 0	70 3
Three or four	102 0	66 3	101 0	63 3	99 0	63 3
Other first cooks, or cook employed alone	96 0	65 3	95 0	62 3	93 0	62 3
Second cook where number of persons employed in kitchen is—						
Eight or more	108 0	73 3	107 0	70 3	105 0	70 3
Five, six, or seven	96 0	65 3	95 0	62 3	93 0	62 3
Other second cooks	90 0	61 3	89 0	58 3	87 0	58 3
Night or relieving cook where number of persons employed in kitchen is—						
Eight or more	108 0	73 3	107 0	70 3	105 0	70 3
Five, six, or seven	96 0	65 3	95 0	62 3	93 0	62 3
Other night or relieving cooks	90 0	61 3	89 0	58 3	87 0	58 3
Larder cook	93 0	61 3	92 0	58 3	90 0	58 3
Pastrycook	96 0	61 3	95 0	58 3	93 0	58 3
Stove, grill, fish, third or breakfast cook	90 0	57 3	89 0	54 3	87 0	54 3
Vegetable or assistant cook	88 0	55 3	87 0	52 3	85 0	52 3
Oysterman	84 0	..	83 0	..	81 0	..
Pantryman or kitchenman	84 0	..	83 0	..	81 0	..
Storeman	86 6	..	85 6	..	83 6	..
Head waiter	89 6	..	88 6	..	86 6	..
Other waiters	84 0	..	83 0	..	81 0	..
Night porter	84 0	..	83 0	..	81 0	..
Day porter	84 0	..	83 0	..	81 0	..
Billiardroom attendant	84 0	..	83 0	..	81 0	..
Commissionaire or messenger	84 0	..	83 0	..	81 0	..
Housekeeper, stewardess, or manageress .. .. .	..	68 9	..	65 9	..	65 9
Laundress .. .. .	..	57 3	..	54 3	..	54 3
Head waitress .. .. .	..	57 3	..	54 3	..	54 3
Other waitresses .. .. .	..	53 3	..	50 3	..	50 3
Pantrymaid or kitchenmaid .. .. .	..	54 3	..	51 3	..	51 3
Housemaid .. .. .	..	54 3	..	51 3	..	51 3
Persons not otherwise provided for	84 0	54 3	83 0	51 3	81 0	51 3
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	13 5	13 5	12 3	12 3	12 3	12 3
Board of three meals on each day other than on the employee's weekly day off	11 6	11 6	11 6	11 6	11 6	11 6
Lodging	4 9	4 9	4 9	4 9	4 9	4 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per Week of 20 Hours. 28 6	..	Per Week of 20 Hours. 25 6	..	Per Week of 20 Hours. 25 6

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

- (b) OVERTIME.—The following rates shall be paid for overtime—
 - (i) Persons employed in the bar—
 - 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 or in excess of 9 hours in any one day .. Time and a half
 - 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 13 hours per day from the time of their beginning to the time of their ending work or in excess of 10 hours in any one day .. Time and a half
 - For all work done in any week (within a period of 13 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) TERMS OF EMPLOYMENT.—All employees other than casual employees shall be engaged by the week and shall be paid weekly. Except in the case of misconduct by an employee forty-eight hours notice shall be given by the employer or 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.
 - (d) CASUAL LABOUR.—Casual employee shall mean and be deemed to be any employee engaged for less period than the working week of 48 hours on the class of employment for which the casual is employed. This clause shall not apply to employees engaged by the week.
- Casual employees shall be paid—
- Males .. Time and a half with a minimum of 5s. per day for a lunch waiter, or 6s. per day for any other engagement.
 - Females .. 2s. 3d. per hour with a minimum of 4s. 6d. each engagement.
- Casual employees shall be entitled to all fares exceeding 3d. per day necessarily incurred.
- (e) LIVING IN ALLOWANCE.—No employee shall be compelled to board on the premises where he or she is employed. If the employer desires the employee to board on the premises where he or she is employed, then meals and accommodation shall be provided by the employer without any deduction in wages. If the employer and employee mutually agree that meals and accommodation shall be provided the amounts to be deducted shall be those set out in clause (a).

(f) SPECIAL RATES.—The special rate to be paid for all work done on Sundays by persons employed in the bar shall be time and a half, and the special rate to be paid to any person for all work done on New Year's Day, Australia Day, Union Picnic Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Anzac Day, 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.

(g) ANNUAL LEAVE.—Persons employed in the bar shall be granted two weeks' leave of absence on full pay, and all other persons one week's leave of absence on full pay on completion of each twelve calendar month's service. Such leave may be applied for and shall commence at any time within two months of such leave of absence becoming due. A *pro rata* leave of absence on full pay shall be granted to any employee who has worked three months or over. An employee shall receive at least seven days' notice of the day on which his annual leave is to begin.

(h) DEFINITIONS.—

- (i) "Barman" or "Barmaid" shall mean and be deemed to be a person usually employed for more than two hours in any one day or night, in the sale of liquor, over the bar, either wholesale or retail, in any hotel or other licensed premises.
- (ii) "Cellarman" is an employee in charge of, responsible for, and substantially engaged in looking after the contents of the cellar of an hotel.
- (iii) "Assistant Cellarman" shall mean and be deemed to be a person who is substantially engaged in working in the cellar of an hotel.

(3)

CLUBS.

(a)

APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 48 HOURS.		PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Males.	Females.	
	s. d.	s. d.	
1st six months' experience	17 9	15 0	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
2nd	24 3	22 6	
3rd	27 9	26 0	
4th	31 6	28 6	
5th	37 9	Minimum wage	
6th	45 3	Minimum wage	One improver to every four or fraction of four workers receiving not less than the minimum wage.
4th year's	58 9	Minimum wage	
Thereafter	Minimum wage	Minimum wage	

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 Town of Mildura.		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	84 6	..	84 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	113 6	76 0	113 6	76 0
Five, six, or seven	97 6	64 0	97 6	64 0
Three or four	88 3	61 6	88 3	61 6
Other first cooks or cook employed alone	84 3	61 6	82 6	61 6
Second, or night or relieving, cook when the number of persons employed in the kitchen is—				
Eight or more	93 6	64 0	93 6	64 0
Five, six, or seven	83 6	56 0	83 6	56 0
Less than five	82 0	54 0	80 6	54 0
Larder cook	82 0	54 0	80 6	54 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	84 0	56 0	83 6	56 0
Stove, grill, third, or breakfast cook	82 0	51 6	80 6	51 6
Vegetable or assistant cook	80 6	51 6	79 6	51 6
Oysterman	83 0	..	81 6	..
Pantryman or kitchenman	80 0	..	78 6	..
Storeman	80 0	..	80 0	..
Head waiter	82 0	..	82 0	..
Other waiters	80 0	..	78 6	..
Night porter	80 0	..	78 6	..
Day porter	80 0	..	78 6	..
Billiardroom attendant	80 0	..	78 6	..
Commissionaire or messenger	80 0	..	78 6	..
Housekeeper, Stewardess, or Manageress .. .. .	..	61 6	..	61 6
Laundress .. .. .	..	50 0	..	50 0
Head waitress .. .. .	..	50 0	..	50 0
Other waitresses .. .. .	..	47 6	..	47 6
Pantrymaid or kitchenmaid .. .. .	..	47 6	..	47 6
Counterhand .. .. .	..	47 6	..	47 6
Housemaid .. .. .	..	47 6	..	47 6
Persons not otherwise provided for	80 0	47 6	78 6	47 6
	Per Week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per Week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.	
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	27 0	..	27 0

† Except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or 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 substantial meal, 14s. per week less:

- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 8s. 10d. per week less;
 - (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 8s. 10d. per week less; or
 - (iv) boards and lodges the employee, 19s. 3d. per week less.
- (b) TERMS OF EMPLOYMENT.—Employees (other than casual workers and midday waitresses, midday kitchenmaids or pantrymaids) who work less than 48 hours in any one week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(c) 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	} Calculated on the rates fixed without board and lodging.
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 13 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 13 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	

(d) 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—

—	For the first 5 hours' work done on any one day.		Thereafter.	} With a minimum of 6s. 9d. for work done on any one day. } With a minimum of 5s. 3d. for work done on any one day.
	Per Hour. 2s. 3d.	Per Hour. 1s. 7d.	Per Hour. 1s. 2d.	
Males ..				
Females ..	1s. 9d.			

(e) 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.

(f) SPECIAL RATES.—The special rates payable to persons for work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, 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.

(g) 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.

(h) ANNUAL LEAVE.—All persons employed in clubs shall be granted one week's leave of absence on full pay on completion of each twelve calendar month's service, provided that, for the purposes of this clause, any service prior to 8th March, 1938, shall not be taken into account. Such leave may be applied for an shall commence at any time within two months of such leave of absence becoming due. An employee shall receive at least seven days' notice of the day on which his annual leave is to begin.

(i) DEFINITIONS.—(1) "Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.
(2) "Substantial Meal".—A substantial meal shall consist of food other than that usually classed as light refreshments (such as pies, pasties, &c.).

(4) RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.

(a) APPRENTICES OR IMPROVERS.

Wages per week of 48 Hours.	Males.		Females.	PROPORTION (IN ANY PLACE). MALES OR FEMALES. Apprentices. One apprentice to every three or fraction of three workers receiving not less than the minimum wage. Improvers. One improver to every four or fraction of four workers receiving not less than the minimum wage.
	s.	d.	s. d.	
	1st six months' experience	17	9		15 0
2nd	24	3	22 6	
3rd	27	9	26 0	
4th	31	3	28 0	
5th	38	0	Minimum wage.	
6th	45	9	Minimum wage.	
4th year's	58	3	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.
Barmen or cellarmen (employed in or in connexion with wine saloons)	s. d. 86 9	s. d. 86 9	s. d. 86 9	s. d. 86 9
Barmaids (employed in or in connexion with wine saloons) .. .. .	.. .. .	64 3	.. .. .	64 3
First cook where the number of persons employed in the kitchen is—				
Eight or more	110 6	75 6	110 6	75 6
Five, six, or seven	95 0	62 0	95 0	62 0
Three or four	86 9	59 6	86 9	59 6
Other first cooks or cook employed alone	84 6	59 6	82 3	59 6
Second cook where the number of persons employed in the kitchen is—				
Eight or more	90 6	62 0	90 6	62 0
Five, six, or seven	80 6	54 3	80 9	54 3

OTHER EMPLOYES—continued.

	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.
Other second cooks	80 6	52 0	79 0	52 0
Night or relieving cook	80 9	52 0	78 9	52 0
Larder cook	80 9	52 0	78 9	52 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	82 0	52 9	80 3	52 9
Stove, grill, third, or breakfast cook	80 6	50 0	78 9	50 0
Vegetable or assistant cook	77 6	50 0	76 3	50 0
Oysterman	80 0	..	80 0	..
Pantryman or kitchenman	77 0	..	75 0	..
Storeman	80 9	..	80 9	..
Head waiter	80 9	..	80 9	..
Other waiters	77 0	..	75 0	..
Night porter	77 0	..	75 0	..
Day porter	77 0	..	75 0	..
Billiard-room attendant	77 0	..	75 0	..
Commissionaire or messenger	77 0	..	75 0	..
Housekeeper or Stewardess .. .. .	..	59 6	..	59 6
Laundress .. .. .	..	48 6	..	48 6
Head waitress .. .. .	..	48 6	..	48 6
Other waitresses .. .. .	..	46 6	..	46 6
Pantrymaid or kitchenmaid .. .. .	..	46 6	..	46 6
Counterhand .. .. .	..	46 6	..	46 6
Housemaid .. .. .	..	46 6	..	46 6
Persons not otherwise provided for	77 0	46 6	75 0	46 6
		Per Week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	27 0	..	27 0

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 record of the hours worked.

† Except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or 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 substantial meal, 12s. 8d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 8s. 6d. per week less;
- (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 8s. 6d. per week less; or
- (iv) boards and lodges the employee, 17s. 10d. per week less.

(b) TERMS OF EMPLOYMENT.—Employees (other than casual workers and midday waitresses, midday kitchenmaids or pantrymaids) who work less than 48 hours in any one week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(c) 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
 - 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 13 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 13 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
- Calculated on the rates fixed without board and lodging.

(d) 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—

- (i) All casual workers other than those employed by caterers—

	For the first 5 hours' work done on any one day.	Thereafter.
	Per Hour.	Per Hour.
Males ..	2s. 1d.	1s. 8d.
Females ..	1s. 8d.	1s. 3d.

{ With a minimum of 3 hours pay for work done on any one day.

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

Persons employed on racecourses—					} With a minimum of 4 hours' pay for work done on any one day.	
Barmen	..	..	..	..		3s. 5d. per hour
All others—						
Males	..	..	..	..		2s. 11d. per hour
Females	..	..	..	..		1s. 10d. per hour
Persons employed on show grounds, picnic grounds, or recreation grounds—						
Males	..	..	..	..		2s. 11d. per hour
Females	..	..	..	..		1s. 10d. 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	..	..	..	..		13s. 3d. per day of 8 hours.
Females	..	..	..	..	8s. 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—						

		For the first 5 hours' work done on any one day.	Thereafter.	With a minimum for each day as follows :—
		Per Hour.	Per Hour.	For employees who work only during a theatre interval, viz., between 9 p.m. and 10 p.m. .. 2s. 6d.
Males	..	2s. 2d.	1s. 9d.	For employees who work 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. on any day—
Females	..	1s. 9d.	1s. 4d.	Males 6s.
				Females 5s.
				For any other employee 4 hours' pay

(e) 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.

(f) 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, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, 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.

(g) 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.

(h) ANNUAL LEAVE.—All persons employed in restaurants shall receive one week's leave of absence (exclusive of the holidays mentioned in clause (f)) on full pay on completion of each twelve calendar month's service, provided that, for the purposes of this clause, any service prior to 8th March, 1938, shall not be taken into account. Such leave may be applied for and shall commence at any time within four months of such leave of absence becoming due. An employee shall receive at least seven days' notice of the day on which the annual leave is to begin.

(i) DEFINITIONS.—(1) "Sweets cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

2) "Substantial meal" shall consist of food other than that usually classed as light refreshments (such as pies, pasties, &c.).

A. S. HAUSER, P.M., Chairman.

J. B. DEWAN, Acting Secretary.

Melbourne, 21st February, 1938.