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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1948.

Dated at Melbourne, this
6th day of April, 1948.

RAY. H. BEERS,
Secretary for Labour.

HOTEL AND RESTAURANT BOARD

Clauses 2, 10 and 22 of the Determination made on the 12th November, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st January, 1948, shall be replaced by the following clauses:—

HOTELS.

2.		APPRENTICES AND IMPROVERS.			
	Wages (see below for Deductions where Board or Lodging is Provided).				
	Within a radius of 25 miles of the General Post Office, Melbourne; and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		
	s. d.	s. d.	s. d.	s. d.	PROPORTION (IN ANY PLACE). MALES OR FEMALES.
Improvers employed in the bar—					
18 years of age or under ..	79 6	..	79 6	..	
19 years of age	88 0	..	88 0	..	
20 years of age	103 0	..	103 0	..	
Apprentices and all other Improvers—					
16 years of age or under ..	51 6	74 9	44 6	71 6	
17 years of age	61 6	74 9	54 6	71 6	
18 years of age	69 0	74 9	61 0	71 6	
19 years of age	80 6	74 9	69 6	71 6	
20 years of age	97 0	74 9	86 0	71 6	
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	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	

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

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.

HOTELS—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.
	s. d.	s. d.	s. d.	s. d.
Barman	132 6	..	129 6	..
Cellarman	143 6	..	140 6	..
Assistant Cellarman	132 6	..	129 6	..
Steward	132 6	..	129 6	..
Barmaids .. .. .	..	132 6	..	129 6
First cook where number of persons employed in kitchen is—				
Eight or more	168 6	115 3	165 6	112 3
Five, six, or seven	151 0	95 3	148 0	92 3
Three or four	145 0	88 3	142 0	85 3
Other first cooks, or cook employed alone	139 0	87 3	136 0	84 3
Second cook where number of persons employed in kitchen is—				
Eight or more	151 0	95 3	148 0	92 3
Five, six, or seven	139 0	87 3	136 0	84 3
Other second cooks	133 0	83 3	130 0	80 3
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	151 0	95 3	148 0	92 3
Five, six, or seven	139 0	87 3	136 0	84 3
Other night or relieving cooks	133 0	83 3	130 0	80 3
Larder cook	136 0	83 3	133 0	80 3
Pastrycook	139 0	83 3	136 0	80 3
Stove, grill, fish, third or breakfast cook	133 0	79 3	130 0	76 3
Vegetable or assistant cook	131 0	77 3	128 0	74 3
Oysterman	127 0	..	124 0	..
Pantryman or kitchenman	127 0	..	124 0	..
Storeman	129 6	..	126 6	..
Head waiter	132 6	..	129 6	..
Other waiters	127 0	..	124 0	..
Night porter	127 0	..	124 0	..
Day porter	127 0	..	124 0	..
Billiard-room attendant	127 0	..	124 0	..
Commissionaire or messenger	127 0	..	124 0	..
Housekeeper, stewardess, or manageress .. .. .	..	90 9	..	87 9
Laundress .. .. .	..	79 3	..	76 3
Head waitress .. .. .	..	79 3	..	76 3
Other waitresses .. .. .	..	75 3	..	72 3
Pantrymaid or kitchenmaid .. .. .	..	76 3	..	73 3
Housemaid .. .. .	..	76 3	..	73 3
Persons not otherwise provided for	127 0	76 3	124 0	73 3
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	13 5	13 5	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
Lodging	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 19 hours	..	Per week of 19 hours
		45 6		42 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

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

CLUBS.

10. APPRENTICES OR IMPROVERS							
	WAGES PER WEEK OF 40 HOURS.						PROPORTION (IN ANY PLACE).
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	MALES OR FEMALES.
Under 16 years of age	31 6	1 0	32 6	31 6	1 0	32 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>
16 years of age	42 6	1 6	44 0	34 0	1 0	35 0	
17	48 0	1 6	49 6	39 0	1 3	40 3	
18	56 0	1 9	57 9	41 6	1 6	43 0	
19	68 0	2 3	70 3	45 0	1 6	46 6	
20	89 6	3 0	92 6	51 0	1 9	52 9	

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	124 6	..	124 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	153 6	96 6	153 6	96 6
Five, six, or seven	137 6	84 6	137 6	84 6
Three or four	128 3	82 0	128 3	82 0
Other first cooks or cook employed alone	124 3	82 0	122 6	82 0
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	133 6	84 6	133 6	84 6
Five, six, or seven	123 6	76 6	123 6	76 6
Less than five	122 0	74 6	120 6	74 6
Larder cook, stove, grill, fish, or breakfast cook	123 6	74 6	123 0	74 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	124 0	76 6	123 6	76 6
Third cook	122 0	72 0	120 6	72 0
Vegetable or assistant cook	122 6	72 0	122 6	72 0
Oysterman	123 0	..	121 6	..
Pantryman or kitchenman	120 0	..	118 6	..
Storeman	121 6	..	121 6	..
Head waiter	122 0	..	122 0	..
Other waiters	120 0	..	118 6	..
Night porter	120 0	..	118 6	..
Day porter	120 0	..	118 6	..
Billiard-room attendant	120 0	..	118 6	..
Commissionaire or messenger	120 0	..	118 6	..
Housekeeper, stewardess, or manageress .. .. .	..	82 0	..	82 0
Laundress .. .. .	..	72 0	..	72 0
Head waitress or supervisor .. .. .	..	72 0	..	72 0
Other waitresses .. .. .	..	68 0	..	68 0
Pantrymaid or kitchenmaid .. .. .	..	68 0	..	68 0
Counterhand .. .. .	..	68 0	..	68 0
Housemaid .. .. .	..	68 0	..	68 0
Linen maid or seamstress .. .. .	..	72 6	..	72 6
Persons not otherwise provided for	120 0	68 0	118 6	68 0
		Per week of 19 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 19 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.) .. .. .	..	46 0	..	46 0

NOTE.—War Loading—For convenience War Loadings as follows:—

Males	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids	1s. 6d. „
Other females	2s. 6d. „

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause 15.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

† SUBJECT TO:—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m., the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 14s. 10d. per week less;
- (ii) boards the employee and provides three meals per day where substantial meals are not provided, 9s. 4d. 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., 9s. 4d. per week less; or
- (iv) boards and lodges the employee, 20s. 1d. 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.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

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

22. (a) APPRENTICES OR IMPROVERS.

	Wages per week of 40 hours.						PROPORTION (IN ANY PLACE).	
	Males.			Females.			MALES OR FEMALES.	
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.		
Under 16 years of age	31 6	1 0	32 6	31 0	1 0	32 0	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
16 years of age	42 6	1 6	44 0	31 6	1 0	32 6		
17 "	47 6	1 6	49 0	36 6	1 3	37 9	Improvers.	
18 "	55 0	2 0	57 0	41 0	1 6	42 6	One improver to every four or fraction of four workers receiving not less than the minimum wage.	
19 "	67 6	2 3	69 9	44 6	1 6	46 0		
20 "	88 0	3 0	91 0	50 0	1 9	51 9		

(b) ADULTS.
Barmen, Cellarmen, Assistant Cellarmen, and Barmaids.

	Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Offices 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.
	s. d.	s. d.	s. d.	s. d.
Barman, cellarman, or assistant cellarman (employed in or in connexion with wine saloons) shall be paid the rates and be subject to the conditions provided for such employees in the Hotels Section of this Determination	..	..	..	..
Barmaids (employed in or in connexion with wine saloons) shall be subject to the conditions provided by Clauses 3 to 9 inclusive in the Hotels Section of this Determination	..	90 3	..	87 3
Deductions from barmaids' rates when the employee is supplied by the employer with board or lodgings as follows—		Deductions per week.		
Board of three meals on each day	..	13 5	..	12 3
Board of three meals on each day other than on the employee's weekly day off	..	11 6	..	11 6
Lodging	..	4 9	..	4 9

OTHER EMPLOYEES.

	† Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.
First cook where the number of persons employed in the kitchen is—				
Eight or more	150 6	96 0	150 6	96 0
Five, six, or seven	135 0	82 6	135 0	82 6
Three or four	126 9	80 0	126 9	80 0
Other first cooks or cook employed alone	124 6	80 0	122 3	80 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more	130 6	82 6	130 6	82 6
Five, six, or seven	120 6	74 9	120 6	74 9
Other second cooks	120 6	72 6	119 0	72 6
Night or relieving cook	120 9	72 6	118 9	72 6
Larder, stove, grill, fish, or breakfast cook	122 0	72 6	120 0	72 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	122 0	73 3	120 3	73 3
Third cook	120 6	70 6	118 9	70 6
Vegetable or assistant cook	119 6	70 6	118 3	70 6
Oysterman	120 0	..	120 0	..
Pantryman or kitchenman	117 0	..	115 0	..
Storeman or storewoman	122 0	71 0	122 0	71 0
Head waiter	120 9	..	120 9	..
Other waiters	117 0	..	115 0	..
Night porter	117 0	..	115 0	..
Day porter	117 0	..	115 0	..
Billiard-room attendant	117 0	..	115 0	..
Commissionaire or messenger	117 0	..	115 0	..
Housekeeper or stewardess	..	80 0	..	80 0
Laundress	..	70 6	..	70 6
Head waitress or supervisor	..	70 6	..	70 6
Other waitresses	..	67 0	..	67 0
Pantrymaid or kitchenmaid	..	67 0	..	67 0
Fruit juice, flavour, or soda fountain hand	..	70 0	..	70 0
Counterhand (other than a soda fountain hand as defined)	..	67 0	..	67 0
Housemaid	..	67 0	..	67 0
Linon maid or seamstress	..	72 6	..	72 6

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS—continued.

OTHER EMPLOYEES—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 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
Persons not otherwise provided for	s. d. 117 0	s. d. 67 0 Per week of 19 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.	s. d. 115 0	s. d. 67 0 Per week of 19 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.) .. .. .	.. .. .	46 0	.. .. .	46 0

NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males .. .. .	.. .. .	4s. 0d. per week
Midday waitresses, midday kitchenmaids or pantrymaids .. .. .	.. .. .	1s. 6d. "
Other females .. .. .	.. .. .	2s. 6d. "

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause 29.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

†SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
- (iii) provides only two meals per day for an employee who is employed between 8 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. per week less; or
- (iv) boards and lodges the employee, 18s. 8d. 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.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in sub-clauses (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

Clauses, other than clauses 2, 10 and 22, of the said Determination shall remain in force.

