



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 1082]

THURSDAY, NOVEMBER 8.

[1951

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 November, 1951.

Dated at Melbourne, this
2nd day of November, 1951.

H. N. JONES,
Acting Secretary for Labour.

HOTEL AND RESTAURANT BOARD

Clauses 2, 36 and 52 of the Determination published in the *Government Gazette* No. 651 of the 14th June, 1951, shall be replaced by the following clauses:—

HOTELS AND WINE SALOONS.

2.

APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).				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, 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.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
17 years of age	95 6	.. ..	94 0	.. ..
18 years of age	120 6	96 6	118 6	95 0	
19 years of age	151 6	112 0	149 0	110 6	
20 years of age	182 0	127 0	179 6	125 6	

Junior males over the age of 19 years may be employed in the bar and the maximum number shall be one to every three adults of the bar staff receiving the minimum weekly rate prescribed by clause 2 hereof.

HOTELS AND WINE SALOONS—continued.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.				
Barman	s. d. 229 0	s. d. ..	s. d. 226 0	s. d. ..
Cellarman	241 0	..	238 0	..
Assistant Cellarman	229 0	..	226 0	..
Barmaids .. .. .	..	229 0	..	226 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	269 0	219 0	266 0	217 9
Five, six, or seven	259 0	209 0	256 0	207 9
Three or four	241 0	191 0	238 0	189 9
Other first cooks, or cook employed alone	235 0	185 0	232 0	183 9
Second cook where number of persons employed in kitchen is—				
Eight or more	251 6	201 6	248 6	200 3
Five, six, or seven	241 6	191 6	238 6	190 3
Other second cooks	229 0	183 0	226 0	181 9
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	251 6	201 6	248 6	200 3
Five, six, or seven	241 6	191 6	238 6	190 3
Other night or relieving cooks	229 0	179 0	226 0	177 9
Larder cook	232 0	182 0	229 0	180 9
Pastrycook	235 0	185 0	232 0	183 9
Stove, grill, fish, third or breakfast cook	229 0	179 0	226 0	177 9
Vegetable or assistant cook	226 0	176 0	223 0	174 9
Oysterman	219 0	..	216 0	..
Pantryman or kitchenman	219 0	..	216 0	..
Storeman	226 0	..	223 0	..
Head waiter	229 0	..	226 0	..
Other waiters (Drink and/or food)	219 0	..	216 0	..
Night porter	219 0	..	216 0	..
Day porter	219 0	..	216 0	..
Billiard-room attendant	219 0	..	216 0	..
Commissionaire or messenger	219 0	163 0	216 0	161 9
Housekeeper, stewardess, or managersess .. .. .	..	179 0	..	177 9
Laundress .. .. .	..	167 0	..	165 9
Head waitress .. .. .	..	169 0	..	167 9
Other waitresses .. .. .	..	163 0	..	161 9
Pantrymaid or kitchenmaid .. .. .	..	163 0	..	161 9
Housemaid .. .. .	..	163 0	..	161 9
Persons not otherwise provided for	219 0	163 0	216 0	161 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 97 6	..	Per week of 20 hours 97 0

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

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4481) 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.

36.		APPRENTICES OR IMPROVERS.							
WAGES PER WEEK OF 40 HOURS.									PROPORTION (IN ANY PLACE).
	Males.				Females.				
	Percentage of Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	Percentage of Female Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
16 years of age or under	44	87 6	1 6	89 0	47	70 0	1 0	71 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> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
17 years of age or under	51	101 6	1 6	103 0	55	82 0	1 3	83 3	
18 years of age or under	58	115 6	1 9	117 3	58	86 6	1 6	88 0	
19 years of age or under	69	137 6	2 3	139 9	62	92 6	1 6	94 0	
20 years of age or under	89	177 0	3 0	180 0	69	103 0	1 9	104 9	

CLUBS—continued.

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	229 0	..	226 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	269 0	214 0	266 0	212 3
Five, six, or seven	259 0	203 0	256 0	202 3
Three or four	241 0	186 0	238 0	184 3
Other first cooks or cook employed alone	235 0	180 0	232 0	178 3
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	251 6	196 6	248 6	194 9
Five, six, or seven	241 6	186 6	238 6	184 9
Less than five	229 0	178 0	226 0	176 3
Larder cook	232 0	177 0	229 0	175 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	231 0	175 0	228 0	173 3
Third, stove, grill, fish, or breakfast cook	229 0	174 0	226 0	172 3
Vegetable or assistant cook	226 0	171 0	223 0	169 3
Oysterman	219 0	..	216 0	..
Pantryman or kitchenman	219 0	..	216 0	..
Storeman	226 0	..	223 0	..
Head waiter	229 0	..	226 0	..
Other waiters	219 0	..	216 0	..
Night porter	219 0	..	216 0	..
Day porter	219 0	..	216 0	..
Billiard-room attendant	219 0	..	216 0	..
Commissionaire or messenger	219 0	..	216 0	..
Housekeeper, stewardess, or manageress .. .. .	..	174 0	..	172 3
Laundress .. .. .	..	162 0	..	160 3
Head waitresses or supervisor .. .. .	..	164 0	..	162 3
Other waitresses .. .. .	..	158 0	..	156 3
Pantrymaid or kitchenmaid .. .. .	..	158 0	..	156 3
Counterhand .. .. .	..	158 0	..	156 3
Housemaid .. .. .	..	158 0	..	156 3
Linen maid or seamstress .. .. .	..	162 6	..	160 9
Persons not otherwise provided for	219 0	158 0	216 0	156 3
		Per week of 20 hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 30s. 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.) .. .. .	..	94 3	..	93 3

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.

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

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

- (i) provides meals—
 - (a) for each substantial meal 1s. 3d. per meal less,
 - (b) for each meal other than a substantial meal, 9d. per meal less.
- (ii) boards and lodges the employee, 27s. 6d. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS, WINE SALOONS, CLUBS, AND CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

52. (a) APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 40 HOURS.								PROPORTION (IN ANY PLACE).
	Males.				Females.				
	Percentage of Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	Percentage of Female Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
16 years of age or under ..	44	87 6	1 6	89 0	47	70 0	1 0	71 0	<p>MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
17 years of age or under ..	51	101 6	1 6	103 0	55	82 0	1 3	83 3	
18 years of age or under ..	58	115 6	1 9	117 3	58	86 6	1 6	88 0	
19 years of age or under ..	69	137 6	2 9	139 9	62	92 6	1 6	94 0	
20 years of age or under ..	89	177 0	3 0	180 0	69	103 0	1 9	104 9	

(b) OTHER EMPLOYEES.

	† Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First cook where the number of persons employed in the kitchen is—				
Eight or more	266 0	214 0	263 0	212 3
Five, six, or seven	256 0	203 0	253 0	202 3
Three or four	238 0	186 0	235 0	184 3
Other first cooks or cook employed alone	232 0	180 0	229 0	178 3
Second cook where the number of persons employed in the kitchen is—				
Eight or more	248 6	196 6	245 6	184 9
Five, six, or seven	238 6	186 6	235 6	184 9
Other second cooks	228 0	178 0	223 0	176 3
Night or relieving cook	228 0	174 0	223 0	172 3
Larder cook	229 0	177 0	226 0	175 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	228 0	175 0	225 0	173 3
Third, stove, grill, fish, or breakfast cook	226 0	174 0	223 0	172 3
Vegetable or assistant cook	223 0	171 0	220 0	169 3
Oysterman	216 0	..	213 0	..
Pantryman or kitchenman	216 0	..	213 0	..
Storeman or storewoman	223 0	162 0	220 0	160 3
Head waiter	228 0	..	223 0	..
Other waiters	216 0	..	213 0	..
Night porter	216 0	..	213 0	..
Day porter	216 0	..	213 0	..
Billiard-room attendant	216 0	..	213 0	..
Commissionaire or messenger	216 0	..	213 0	..
Housekeeper or stewardess .. .. .	..	174 0	..	172 3
Laundress .. .. .	..	162 0	..	160 3
Head waitress or supervisor .. .. .	..	164 0	..	162 3
Other waitresses .. .. .	..	158 0	..	156 3
Pantrymaid or kitchenmaid .. .. .	..	158 0	..	156 3
Fruit juice, flavour, or soda fountain hand .. .. .	..	161 0	..	158 9
Counterhand (other than a soda fountain hand as defined) .. .. .	..	158 0	..	156 3
Housemaid .. .. .	..	158 0	..	156 3
Linen maid or seamstress .. .. .	..	162 6	..	160 9
Persons not otherwise provided for	216 0	158 0	213 0	156 3
		Per week of 20 Hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 30s. 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.) .. .. .	..	94 3	..	93 3

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.

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

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

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

(i) provides meals—

(a) for each substantial meal, 1s. 3d. per meal less,

(b) for each meal other than a substantial meal, 9d. per meal less.

(ii) boards and lodges the employee, 27s. 6d. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

Clauses, other than clauses 2, 36 and 52, of the said Determination shall remain in force.

The first part of the paper deals with the
analysis of the data. The results are
presented in the following table. The
values are given in the following table.

Year	Value
1980	1.2
1981	1.5
1982	1.8
1983	2.1
1984	2.4
1985	2.7
1986	3.0
1987	3.3
1988	3.6
1989	3.9
1990	4.2

The second part of the paper deals with the
analysis of the data. The results are
presented in the following table. The
values are given in the following table.

Year	Value
1980	1.2
1981	1.5
1982	1.8
1983	2.1
1984	2.4
1985	2.7
1986	3.0
1987	3.3
1988	3.6
1989	3.9
1990	4.2