



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1042]

FRIDAY, NOVEMBER 26.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**HOTEL AND RESTAURANT BOARD.**

Clauses 2, 3, 36 and 52 of the Determination published in *Government Gazette* No. 214 of the 12th April, 1954, 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 .. ..	111 6	..	110 6	..	
18 years of age .. ..	140 6	113 0	139 0	111 6	
19 years of age .. ..	177 0	131 0	174 6	129 0	
20 years of age .. ..	213 0	149 0	210 6	147 0	

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.	
	Male.	Female.	Male.	Female.
	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 .. .. .	284 0	..	261 0	..
Cellarman .. .. .	276 0	..	273 0	..
Assistant Cellarman .. .. .	264 0	..	261 0	..
Barmaids .. .. .	..	264 0	..	261 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more .. .. .	304 0	245 6	301 0	243 9
Five, six, or seven .. .. .	294 0	235 6	291 0	233 9
Three or four .. .. .	276 0	217 6	273 0	215 9
Other first cooks, or cook employed alone .. .. .	270 0	211 6	267 0	209 9
Second cook where number of persons employed in kitchen is—				
Eight or more .. .. .	286 6	228 0	283 6	226 3
Five, six, or seven .. .. .	276 6	218 0	273 6	216 3
Other second cooks .. .. .	264 0	209 6	261 0	208 0
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more .. .. .	286 6	228 0	283 6	226 3
Five, six, or seven .. .. .	276 6	218 0	273 6	216 3
Other night or relieving cooks .. .. .	264 0	205 6	261 0	203 9
Larder cook .. .. .	267 0	208 6	264 0	206 9
Pastrycook .. .. .	270 0	211 6	267 0	209 9
Stove, grill, fish, third or breakfast cook .. .. .	264 0	205 6	261 0	203 9
Vegetable or assistant cook .. .. .	261 0	202 6	258 0	200 9
Oysterman .. .. .	254 0	..	251 0	..
Pantryman or kitchenman .. .. .	254 0	..	251 0	..
Storeman .. .. .	261 0	..	258 0	..
Head waiter .. .. .	264 0	..	261 0	..
Other waiters (Drink and/or food) .. .. .	254 0	..	251 0	..
Night porter .. .. .	254 0	..	251 0	..
Day porter .. .. .	254 0	..	251 0	..
Billiard-room attendant .. .. .	254 0	..	251 0	..
Commissionaire or messenger .. .. .	254 0	189 6	251 0	187 9
Housekeeper, stewardess, or manageress .. .. .	..	205 6	..	203 9
Laundress .. .. .	..	193 6	..	191 9
Head waitress .. .. .	..	195 6	..	193 9
Other waitresses .. .. .	..	189 6	..	187 9
Pantrymaid or kitchenmaid .. .. .	..	189 6	..	187 9
Housemaid .. .. .	..	189 6	..	187 9
Persons not otherwise provided for .. .. .	254 0	189 6	251 0	187 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 106 0	..	Per week of 20 hours 105 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 129 of the Labour and Industry Act, 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.

BOARD AND LODGING.

3. (a) Where board and residence is made available to employees the employer shall have the right to deduct from the pay of any employee residing on the premises an amount of 49s. per week.

(b) In the case of employees who do not reside on the employer's premises a deduction at the rate of 1s. 9d. for each meal supplied during the employee's spread of working hours may be deducted by the employer.

(c) Junior employees 18 years of age and over shall be subject to a deduction of 30s. per week for board.

CLUBS.

36. 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	105 6	48	84 0	<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	121 6	56	98 6	
18 years of age ..	59	138 0	59	103 6	
19 years of age ..	70	164 0	63	110 6	
20 years of age ..	90	210 6	70	123 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 .. .. .	264 0	..	261 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	304 0	240 6	301 0	238 9
Five, six, or seven .. .. .	294 0	229 6	291 0	228 9
Three or four .. .. .	276 0	212 6	273 0	210 9
Other first cooks or cook employed alone ..	270 0	208 6	267 0	204 9
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more .. .. .	286 6	223 0	283 6	221 3
Five, six, or seven .. .. .	276 6	213 0	273 6	211 3
Less than five .. .. .	264 0	204 6	261 0	202 9
Larder cook .. .. .	267 0	203 6	264 0	201 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	266 0	201 6	263 0	199 9
Third, stove, grill, fish, or breakfast cook ..	264 0	200 6	261 0	198 9
Vegetable or assistant cook .. .. .	261 0	197 6	258 0	195 9
Oysterman .. .. .	254 0	..	251 0	..
Pantryman or kitchenman .. .. .	254 0	..	251 0	..
Storeman .. .. .	261 0	..	258 0	..
Head waiter .. .. .	264 0	..	261 0	..
Other waiters .. .. .	254 0	..	251 0	..
Night porter .. .. .	254 0	..	251 0	..
Day porter .. .. .	254 0	..	251 0	..
Billiard-room attendant .. .. .	254 0	..	251 0	..
Commissionaire or messenger .. .. .	254 0	..	251 0	..
Housekeeper, stewardess, or manageress ..	..	200 6	..	198 9
Laundress .. .. .	..	188 6	..	186 9
Head waitress or supervisor .. .. .	..	190 6	..	188 9
Other waitresses .. .. .	..	184 6	..	182 9
Pantrymaid or kitchenmaid .. .. .	..	184 6	..	182 9
Counterhand .. .. .	..	184 6	..	182 9
Housemaid .. .. .	..	184 6	..	182 9
Linen maid or seamstress .. .. .	..	189 0	..	187 3
Persons not otherwise provided for .. .. .	254 0	184 6	251 0	182 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.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) ..	..	107 6	..	106 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.

† 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 which are consumed by the employee—
  - (a) for each substantial meal 1s. 8d. per meal less.
  - (b) for each meal other than a substantial meal, 1s. per meal less.
- (ii) boards and lodges the employee, 47s. 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.	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	105 6	48	84 0	<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
17 years of age ..	52	121 6	56	98 6	
18 years of age ..	59	138 0	59	103 6	
19 years of age ..	70	164 0	63	110 6	
20 years of age ..	90	210 6	70	123 0	
					<i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.

(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 .. .. .	301 0	240 6	298 0	238 9
Five, six, or seven .. .. .	291 0	229 6	288 0	228 9
Three or four .. .. .	273 0	212 6	270 0	210 9
Other first cooks or cook employed alone .. .. .	267 0	206 6	264 0	204 9
Second cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	283 6	223 0	280 6	221 6
Five, six, or seven .. .. .	273 6	213 0	270 6	211 6
Other second cooks .. .. .	261 0	204 6	258 0	202 9
Night or relieving cook .. .. .	261 0	200 6	258 0	198 9
Larder cook .. .. .	264 0	203 6	261 0	201 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	263 0	201 6	260 0	199 9
Third, stove, grill, fish, or breakfast cook .. .. .	261 0	200 6	258 0	198 9
Vegetable or assistant cook .. .. .	258 0	197 6	255 0	195 9
Oysterman .. .. .	251 0	..	248 0	..
Pantryman or kitchenman .. .. .	251 0	..	248 0	..
Storeman or storewoman .. .. .	258 0	188 6	255 0	186 9
Head waiter .. .. .	261 0	..	258 0	..
Other waiters .. .. .	251 0	..	248 0	..
Night porter .. .. .	251 0	..	248 0	..
Day porter .. .. .	251 0	..	248 0	..
Billiard-room attendant .. .. .	251 0	..	248 0	..
Commissionaire or messenger .. .. .	251 0	..	248 0	..
Housekeeper or stewardess .. .. .	..	200 6	..	198 9
Laundress .. .. .	..	188 6	..	186 9
Head waitress or supervisor .. .. .	..	190 6	..	188 9
Other waitresses .. .. .	..	184 6	..	182 9
Pantrymaid or kitchenmaid .. .. .	..	184 6	..	182 9
Fruit juice, flavour, or soda fountain hand .. .. .	..	187 6	..	185 3
Counterhand (other than a soda fountain hand as defined) .. .. .	..	184 6	..	182 9
Housemaid .. .. .	..	184 6	..	182 9
Linen maid or seamstress .. .. .	..	189 0	..	187 3
Persons not otherwise provided for .. .. .	251 0	184 6	248 0	182 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.
Middy waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	107 6	..	106 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 129 of the Labour and Industry Act, 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 which are consumed by the employee—
  - (a) for each substantial meal, 1s. 8d. per meal less;
  - (b) for each meal other than a substantial meal, 1s. per meal less
- (ii) boards and lodges the employee, 47s. 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, 3, 36 and 52, of the said Determination shall remain in force.

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