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MATTERS REFERRED TO COMMISSION IN COURT SESSION—
Section 71 (r)—

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 567 of 1972.

In the matter of the Industrial Arbitration Act, 1912-1971, and in the matter of an application by the Australasian Society of Engineers' Industrial Union of Workers, Western Australian Branch; Electrical Trades Union of Workers of Australia (Western Australian Branch), Perth; Federated Moulders (Metals) Union of Workers, Perth and Amalgamated Engineering Union of Workers of Western Australia, for amendment of Engineering (Government) Award No. 29, 30 and 31 of 1961 and 3 of 1962, as amended.

I, THE UNDERSIGNED, COMMISSIONER OF THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION, in pursuance of the powers contained in paragraph (r) of section 71 of the abovementioned Act, do hereby refer to the Commission in Court Session for hearing and determination the whole of the abovementioned application.

Dated at Perth this 2nd day of August, 1972.

(Sgd.) B. J. COLLIER,
[L.S.] Commissioner.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 605 of 1972.

In the matter of the Industrial Arbitration Act, 1912-1971, and in the matter of an application by the Hospital Employees Industrial Union of Workers, W.A., for amendment of the Hospital Employees (Domestics Government) Award No. 21 of 1966, as amended.

I, THE UNDERSIGNED, COMMISSIONER OF THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION, in pursuance of the powers contained in paragraph (r) of section 71 of the abovementioned Act, do hereby refer to the Commission in Court Session for hearing and determination the whole of the abovementioned application.

Dated at Perth this 2nd day of August, 1972.

(Sgd.) B. J. COLLIER,
[L.S.] Commissioner.

MATTERS REFERRED TO COMMISSION IN COURT SESSION—
Section 171 (6)—

(Right by Employer to require workers to perform any work within their Competence.)

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 652 of 1972.

In the matter of the Industrial Arbitration Act, 1912-1971, and in the matter of a dispute between the Australian Workers' Union, Westralian Branch, Industrial Union of Workers, and Transport Workers' Union of Australia, Industrial Union of Workers, Western Australian Branch, and

In the matter of a dispute between Hamersley Iron Proprietary Limited, and Transport Workers' Union of Australia, Industrial Union of Workers, Western Australian Branch, and Australian Workers' Union, Westralian Branch, Industrial Union of Workers.

I, the undersigned, a member of the Western Australian Industrial Commission, do hereby inform the Commission in Court Session that at conferences held pursuant to the said Act on the 23rd day of June, 1972 and on the 6th and 11th days of July, 1972, between the abovenamed parties at which I presided, and which were convened at the request of Hamersley Iron Proprietary Limited, it appeared that the matters specified at the foot hereof, which were in dispute between the said parties, could not be settled at the said conferences and no agreement was arrived at in respect thereof and I do therefore, pursuant to the said powers

in this behalf vested in me by virtue of section 171 (6) of the said Act, refer the said matter to the Commission in Court Session to be heard and determined in accordance with the said Act, as a dispute wherein Hamersley Iron Proprietary Limited shall be deemed to be the applicant and the abovenamed unions the respondents.

Dated at Perth this 21st day of July, 1972.

(Sgd.) E. R. KELLY,
[L.S.] Commissioner.

Matters referred.

1. A claim by Hamersley Iron Proprietary Limited that it has the right to require workers to perform any work which is within their competence and, in particular, that it has such a right at Tom Price in relation to work which is the subject of dispute between the Australian Workers' Union, Westralian Branch, Industrial Union of Workers and the Transport Workers' Union of Australia, Industrial Union of Workers, Western Australian Branch and irrespective of the constitutional rights of those unions.

2. A claim by the Australian Workers' Union, Westralian Branch, Industrial Union of Workers that its members have an exclusive right to operate vehicles and plant used in mining operations at Tom Price.

3. A claim by the Transport Workers' Union of Australia, Industrial Union of Workers, Western Australian Branch that it has the right to operate certain vehicles used in mining operations at Tom Price.

4. A claim by the Transport Workers' Union of Australia, Industrial Union of Workers, Western Australian Branch that its members have an exclusive right to operate vehicles in mining town services at Tom Price.

5. A claim by the Australian Workers' Union, that it has the right to operate vehicles in mining Westralian Branch, Industrial Union of Workers town services at Tom Price.

Awards Delivered—

ENGINEERING.

(Fitters—Hospitals.)

Award No. 20 of 1971.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 20 of 1971.

Between Board of Management King Edward Memorial Hospital for Women and others, Applicants, and Coastal District Committee Amalgamated Engineering Union Association of Workers and Australasian Society of Engineers' Industrial Union of Workers, Western Australian Branch, Respondents.

WHEREAS an industrial dispute existed between the abovenamed parties, and whereas the said dispute was referred to the Western Australian Industrial Commission for the purpose of hearing and determination, and whereas the parties subsequently met and conferred and have arrived at agreement on all matters in difference, and whereas the parties have this day appeared before Mr. Commissioner B. J. Collier by their respective representatives and requested the said Commissioner to make the said agreement an award of the Commission: Now, therefore, the said Commissioner, pursuant to sections 54 and 65 of the Industrial Arbitration Act, 1912-1971, and all other powers therein enabling him, hereby declares the memorandum hereunder written to have the same effect as and be deemed an award of the Commission.

Memorandum of Agreement.

(Note: Wherever the word "award" occurs herein, it shall be taken to mean and include "agreement".)

1.—Title.

This Award shall be known as the Fitters (Continuous Process Work) Hospitals Award 1972 and replaces Award No. 20 of 1961.

2.—Arrangement.

1. Title.
2. Arrangement.
3. Area, Scope and Term.
4. Rates of Pay.
5. Hours of Duty.
6. Overtime.
7. Weekend and Shift Penalty Rates.
8. Annual Leave.
9. Application of Engineering Trades (Government) Award.

3.—Area, Scope and Term.

This Award shall apply to fitters employed on Continuous Process Work at hospitals operated by the respondents and shall operate for a period of twelve months from the date hereof.

4.—Rates of Pay.

		$
(1)	Basic Wage (per week)	40.45
(2)	Margin (per week)	27.45
(3)	A fitter who holds a Boiler Attendant's Certificate and who, in addition to his work as a fitter, is required to maintain and supervise the operation of a boiler shall be paid an allowance at the rate of—	
		Per week. $
	(a) When employed at Royal Perth Hospital	5.00
	(b) At any other Hospital	3.00

(4) If during the currency of this award the Western Australian Industrial Commission should prescribe a basic wage generally, or in any district, differing in amount from that now prescribed of $40.45 per week, then the margins herein prescribed shall be deemed to be increased or decreased as the case may be to the same extent as that present basic wage may be decreased or increased by the said Commission as aforesaid, so that the total rates prescribed shall remain constant.

5.—Hours of Duty.

(1) The hours of duty for continuous shift workers shall be forty per week to be worked in shifts of eight hours per day.

(2) (a) The employer may require any worker to work reasonable overtime at overtime rates, and such worker shall work overtime in accordance with such requirements.

(b) The Union or worker, or workers covered by this award, shall not in any way, whether directly or indirectly, be party to, or concerned in any ban, limitation or restriction upon the working of overtime in accordance with the requirements of this subclause.

(c) This subclause shall remain in operation until otherwise determined by the Court.

6.—Overtime.

(1) All time worked in excess of or outside of the usual working hours shall be paid at the rate of time and a half for the first two hours after the usual stopping time, and double time thereafter.

(2) When a worker is required for overtime duty in excess of one hour after the usual ceasing time without being notified the previous day, he shall be supplied with any meal required or shall be paid sixty-five cents in lieu of such meal. This subclause shall not apply to workers residing within a radius of one half mile of the works.

(3) A worker called back after completing a day's work or called out on a Saturday or Sunday, shall be paid a minimum of three hours at overtime rates, but if he is called out more than once within any period of three hours of a call, he shall not be entitled to any further payment for time worked within the period of three hours from the time when he commenced work in response to his first call.

(4) Overtime shall be computed at the rate applicable to the day on which the time is worked provided that double time (i.e. twice ordinary rate) shall be the maximum rate payable under any provision of the award.

(5) Overtime on night or afternoon shifts shall be calculated on the basis of the rate paid for such shift.

7.—Weekend and Shift Penalty Rates.

(1) The loading on the ordinary rates of pay for continuous shift work shall be ten per cent for afternoon shifts and night shifts worked between midnight on Sundays and midnight on Fridays.

(2) Time and a half shall be paid for all rostered shifts worked by shift workers between midnight on Fridays and midnight on Sundays.

8.—Annual Leave.

(1) Except as hereinafter provided a period of three consecutive weeks' leave with payment of ordinary wages as prescribed shall be allowed annually to a worker by his employer after a period of twelve months' continuous service with such employer.

(2) Any worker who may resign or be dismissed from the service for any cause, other than for peculation or theft, shall be entitled to receive payment for any annual leave which may have been due up to the time of leaving the service; Provided always that if the worker has been dismissed for peculation or theft, no claim for annual leave shall be recognised. Misconduct herein referred to shall not affect accumulated annual leave or payment therefor.

(3) If any award holiday falls within a worker's period of annual leave and is observed on a day which in the case of that worker would have been an ordinary working day, there shall be added to that period one day being an ordinary working day for each such holiday observed as aforesaid.

(4) "Ordinary wages" for the purpose of subclause (a) hereof shall mean the rate of wage the worker has received for the greatest proportion of the calendar month prior to his taking leave.

(5) (a) Subject to paragraph (ii) when computing the annual leave due under this clause, no deduction shall be made from such leave in respect of the period that a worker is on annual leave and/or holidays; Provided that no deductions shall be made for any approved period a worker is absent from duty through sickness with or without pay, unless the absence exceeds three calendar months, in which case deduction may be made for such excess only.

(b) Approved periods of absence from work caused through accident sustained in the course of employment shall not be considered breaks in continuity of service, but the first six months only of any such period shall count as service for the purpose of computing annual leave.

(6) A worker may be rostered off and granted annual leave with payment of ordinary wages as prescribed prior to his having completed a period of twelve months' continuous service, in which case should the services of such worker terminate or be terminated prior to the completion of twelve months' continuous service, the said worker shall refund to the employer the difference between the amount received by him for wages in respect of the period of his annual leave and the amount which would have accrued to him by reason of the length of his service up to the date of the termination of his services.

(7) (a) A seven day shift worker, i.e. a shift worker who is rostered to work regularly on Sunday and holidays shall be allowed one week's leave in addition to the leave to which he is otherwise entitled under this clause.

(b) Where a worker with twelve months' continuous service is engaged for part of a qualifying twelve monthly period as a seven day shift worker, he shall be entitled to have the period of annual leave to which he is otherwise entitled under this clause increased by one-twelfth of a week for each completed month he is continuously so engaged.

(8) The provisions of this clause shall not apply to casual workers.

9.—Application of Engineering Trades (Government) Award.

Except as to the provisions hereinbefore appearing, the provisions of Award 29, 30, 31/1962 and 3/1962 as amended shall apply to workers covered by this Award.

I certify pursuant to section 65 of the Industrial Arbitration Act, 1912-1971, that the foregoing is a copy of the agreement arrived at between the parties mentioned above.

Dated at Perth this 11th day of August, 1972.

(Sgd.) B. J. COLLIER,
Commissioner.

Filed at my office this 11th day of August, 1972.

[L.S.] L. Y. HITCHEN,
Acting Registrar.

AWARDS—Amendment of—

BOILERMAKERS.

(Goldmining.)

Award No. 33 of 1947.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 735 of 1972.

Between Boilermakers' Society of Australia, Union of Workers, Kalgoorlie Branch, No. 11, Applicant, and Lake View & Star Limited and others, Respondents.

HAVING heard Mr. J. Mutton on behalf of the applicant and Mr. W. J. Brown on behalf of the respondents, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Boilermakers (Gold Mining) Award No. 33 of 1947, as amended and consolidated be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 28th day of July, 1972.

(Sgd.) E. R. KELLY,
[L.S.] Commissioner.

Schedule.

Clause 5.—Rates of Wages: Delete subclauses (c) and (d) (i) of this clause and insert in lieu:

Margin per week:

	$
(c) Occupation—	
Boilermaker	27.45
Oxy-acetylene and electric welder	27.45
A boilermaker employed during two hours or more in any one day on work which comes within the scope of a boilersmith's work shall be entitled to six point six seven cents extra for such day's work.	
(d) Apprentices—	$
(i) Five-year term—	
1st year	17.36
2nd year	22.79
3rd year	30.38
4th year	41.23
5th year	51.00
Four-year term—	
1st year	18.45
2nd year	30.38
3rd year	41.23
4th year	51.00
Three and a half-year term—	
1st six months	18.45
Next year	30.38
Next following year	41.23
Final year	51.00
Three-year term—	
1st year	24.96
2nd year	41.23
3rd year	51.00

BOILERMAKERS.

(State Engineering Works.)

Award No. 9 of 1957.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 834 of 1972.

Between the Boilermakers' Society of Australia, Union of Workers, Coastal Districts, W.A., Applicant, and Hon Minister for Works as Minister controlling State Engineering Works, Respondent.

HAVING heard Mr. F. W. Bastow on behalf of the applicant and Mr. G. W. White on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Boilermakers (State Engineering Works) Award No.9 of 1957, as amended, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 28th day of July, 1972.

(Sgd) B. J. COLLIER,
[L.S.] Commissioner.

Schedule.

First Schedule—Wages: Delete subclauses (a) and (f) and insert in lieu:—

	$
(a) Basic Wage (per week)	40.45

(f) If, during the currency of this award, the Western Australian Industrial Commission should prescribe a basic wage generally, or in any district, differing in amount from that now prescribed of $40.45 per week, then the margin herein prescribed shall be deemed to be increased or decreased as the case may be to the same extent as that present basic wage may be decreased or increased by the said Commission as aforesaid, so that the total rates prescribed shall remain constant.

BUILDING AND ENGINEERING TRADES.

(Nickel Mining and Processing.)

Award No. 20 of 1968.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 776 of 1972.

Between Amalgamated Engineering Union of Workers of Western Australia and others, Applicants, and Western Mining Corporation Limited and others, Respondents.

HAVING heard Messrs. J. Mutton and K. B. Gilbert on behalf of the applicants and Mr. P. Hutchinson on behalf of the respondents, and by consent, I,

the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Building and Engineering Trades (Nickel Mining and Processing) Award No. 20 of 1968, as amended, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 21st day of July, 1972.

(Sgd.) E. R. KELLY,
[L.S.] Commissioner.

Schedule.

Schedule 1—Rates of Wages: In the proviso to sub-part (1) (a) delete the amount of $38.45 appearing therein and insert in lieu thereof an amount of $40.45.

BUILDING TRADES.
(S.E.C.)

Award No. 1 of 1959.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 664 of 1971.

Between Building Trades Association of Unions of Western Australia (Association of Workers), Applicant, and State Electricity Commission, Respondent.

HAVING heard Mr. P. F. Cook on behalf of the applicant and Mr. R. A. Smart on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Building Trades (State Electricity Commission) Award No. 1 of 1959, as amended, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 21st day of August, 1972.

(Sgd.) B. J. COLLIER,
[L.S.] Commissioner.

Schedule.

Clause 11.—Public Holidays: Delete subclauses (1) (b) and (2) of this clause and insert in lieu:—

(b) When any of the days mentioned in paragraph (a) of this sub-clause falls on a Saturday or a Sunday the Holiday shall be observed on the next succeeding Monday provided that when Boxing Day falls on a Sunday or a Monday the holiday shall be observed on the next succeeding Tuesday. In each case the substitute day shall be a holiday without deduction of pay and the day for which it is substituted shall not be a holiday.

(2) Whenever a holiday falls on a worker's ordinary working day and the worker is not required to work on such day he shall be paid for the ordinary hours he would have worked on such day as if it had not been a holiday. If he is required to work on a holiday he shall be paid for the time worked at the rate of time and a half and shall in addition be allowed a day's leave with pay to be added to the annual leave or to be taken at some subsequent date if the worker so agrees.

For the purpose of this clause "time and a half" shall be the rate which would have been payable to the worker on that day had it not been a holiday, multiplied by one and a half.

BUILDING TRADES.
(S.E.C.)

Award No. 1 of 1959.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 880 of 1972.

Between Building Trades Association of Unions of Western Australia (Association of Workers), Applicant, and State Electricity Commission of Western Australia, Respondent.

HAVING heard Mr. P. F. Cook on behalf of the applicant and Mr. B. J. Pulford on behalf of the respondent, and by consent, I the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1972, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Building Trades (State Electricity Commission) Award No. 1 of 1959, as amended, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 11th day of August, 1972.

(Sgd.) B. J. COLLIER,
[L.S.] Commissioner.

Schedule.

1. Clause 27.—Wages: Delete subclauses (1), (2), (5) and (6) and the first sentence in the clause and insert in lieu:

Each worker shall be paid the Basic Wage prescribed in this subclause and in addition the margin and special payment assigned to his class of work.

	$
(1) Basic wage (per week)	40.45

(2) Margins and Special Payments:

	Margin $	Special Payment $
(a) Bricklayers, carpenters, painters, plasterers, and plumbers as defined in clause 5 of this Award	27.45	14.00
(b) Builders' Labourers as defined in clause 5 of this Award—		
Class 1	26.95	11.00
Class 2	24.55	11.00
Class 3	19.95	11.00
Class 4		
(i) During the first three months of experience in the industry	9.55	11.00
(ii) Thereafter	11.95	11.00

(5) Minimum Wage: Notwithstanding the provisions of this award no adult male worker shall be paid less than $62.00 per week (inclusive of a Special Payment of $11.00 per week) as ordinary rates of pay in respect of the ordinary hours of work prescribed by this Award. Where the said minimum rate of pay is applicable to a worker for work in ordinary hours, the same rate shall be applicable to the calculation of overtime and all other penalty rates, payable during sick leave and annual leave and for all other purposes of this Award.

(6) If during the currency of this Award, the Western Australian Industrial Commission should prescribe a basic wage generally, or in any district, differing in amount from that now prescribed of $40.45 per week, then the margins herein prescribed shall be deemed to be increased or decreased as the case may be to the same extent as that basic wage may be decreased or increased by the Commission as aforesaid, so that the total rates prescribed shall remain constant.

CEREAL PROCESSING EXTRACTING AND MANUFACTURING.

Award No. 26 of 1970.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 435 of 1972.

Between the Federated Millers' and Mill Employees' Union of Workers of Western Australia, Applicant, and Wesfeeds Pty. Ltd. and others, Respondents.

HAVING heard Mr. J. E. Skidmore on behalf of the applicant and Mr. G. A. Black on behalf of the respondents, and by consent, I, the undersigned, Chief Industrial Commissioner of The Western Australian Industrial Commission, in pursuance of the powers contained in section 92 of the Industrial Arbitration Act, 1912-1971, and all other powers therein enabling me, do hereby order and declare—

That the Cereal Processing, Extracting and Manufacturing Award No. 26 of 1970, as amended, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 4th day of August, 1972.

(L.S.) (Sgd.) B. M. O'SULLIVAN, Commissioner.

Schedule.

Clause 29.—Wages: Delete this clause and insert in lieu:

29.—Wages.

The minimum rates of wages payable to workers covered by this award shall be as follows:—

(1) Basic wage (per week):

	$
Adult males	40.45
Adult females	32.40

(2) Adult males (margin per week over male basic wage):

Stock Foods Section—	
Miller	29.65
Assistant Miller	26.10
Millwright fitter	30.55
Panel operator	27.15
Pellet press and/or Expandor operator	26.10
Grinder	25.05
Blender and/or Mixer	22.90
Packerman	20.95
Forklift driver	25.90
General Hand—	
First three months	16.75
Thereafter	19.40
Starch and Glutin Section—	
Plant operator	22.10
Forklift driver	25.90
Millwright fitter	30.55
Oil Refining Section—	
Oil expellor and/or Refiner operator	24.25
Millwright fitter	30.55
General Hand	17.80
Yeast Section—	
Plant operator	23.75
Millwright fitter	30.55
General Hand	20.55

(3) Adult females (margin per week over female basic wage):

General Hand	12.75

(4) Junior males (per cent. of male basic wage per week):

	%
Under 17 years of age	57.75
17 to 18 years of age	71.65
18 to 19 years of age	85.40
19 to 20 years of age	100.00 Plus 70 cents
20 to 21 years of age	100.00 Plus $4.75

(5) Junior females (per cent. of female basic wage per week):

Under 17 years of age	64.40
17 to 18 years of age	75.60
18 to 19 years of age	86.75
19 to 20 years of age	100.00 Plus $1.00
20 to 21 years of age	100.00 Plus $3.85

(6) Leading Hands (per week extra):

	Male $	Female $
(a) Less than three other Workers	1.75	1.40
(b) Not less than three and not more than ten other workers	3.30	2.55
(c) Not less than ten and not more than twenty other workers	6.45	4.95
(d) More than twenty other workers	9.15	7.10

(7) Minimum Wage:

(a) Notwithstanding the provisions of this clause no adult male worker shall be paid less than fifty-three dollars and fifty cents per week as ordinary rates of pay in respect of the ordinary hours of work prescribed by this award.

(b) Where a minimum rate of pay as aforesaid is applicable to a worker in ordinary hours the same rates shall be applicable to the calculation of overtime and all other penalty rates, payment for sick leave, annual leave and for all purposes of the award.

CONSTRUCTION AND MAINTENANCE.

(Government—A.W.U.)

Award No. 24 of 1965.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 644 of 1972.

Between Commissioner of Main Roads, Applicant, and Australian Workers' Union, Westralian Branch, Industrial Union of Workers, Respondent.

HAVING heard Mr. J. Carrigg on behalf of the applicant and Mr. H. Barry on behalf of the respondent, and by consent, I, the undersigned, Commissioner of the Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Government Construction and Maintenance Award No. 24 of 1965, as amended and consolidated, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 1st day of August, 1972.

[L.S.] (Sgd.) D. CORT,
Commissioner.

Schedule.

Clause 56.—Wages: Add to this clause, following Part 9, a new Part as follows—

PART 9A.—Bitumen Gang, Main Roads Department.	$
(1) Bitumen Sprayer Driver	67.40
(2) Bitumen Sprayer Operator	64.90
(3) Bitumen Tanker Attendant in Charge	63.40
(4) Bitumen Tanker Attendant	61.50
(5) Cockerill Spreader Operator	61.50
(6) Precoating Machine Operator	58.70

ELECTRICAL TRADES.

(Goldmining.)

Award No. 57 of 1968.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 756 of 1972.

Between Electrical Trades Union of Workers of Australia (Western Australian Branch), Perth, Applicant, and Lake View & Star Limited and others, Respondents.

HAVING heard Mr. K. B. Gilbert on behalf of the applicant and Mr. W. J. Brown on behalf of the respondents, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Electrical Trades (Gold Mining) Award No. 57 of 1968, as amended, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 28th day of July, 1972.

[L.S.] (Sgd.) E. R. KELLY,
Commissioner.

Schedule.

Delete the existing Schedule 1 and insert in lieu:

Schedule 1.

(1) Margin per week over male basic wage:

	$
Electrical fitter	27.45
Electrical installer	27.45
Linesman—	
Grade 1—i.e., with not less than three years' experience as a linesman	27.45
Grade 2 —i.e., with less than three years experience as a linesman	23.35
Motor and Battery Attendant	11.50
Scientific Instrument Maker	32.85

(2) Leading Hands:

Leading hands in charge of not less than three and not more than ten workers shall be paid at the rate of five dollars per week extra.

More than ten and not more than twenty workers at the rate of seven dollars and fifty cents per week extra.

More than twenty workers at the rate of ten dollars per week extra.

(3) Apprentices:

(i) Five-year Term—	$
1st year	17.36
2nd year	22.79
3rd year	30.38
4th year	41.23
5th year	51.00

	$
Four-year Term—	
1st year	18.45
2nd year	30.38
3rd year	41,23
4th year	51.00
Three and a half-year Term—	
1st six months	18.45
Next year	30.38
Next following year	41.23
Final year	51.00
Three-year Term—	
1st year	24.96
2nd year	41.23
3rd year	51.00

(ii) In addition apprentices are to be paid the following proportion of the District Allowance (where applicable) and also the Industry Allowance.

	%
Five-year Term—	
1st year	37
2nd year	53
3rd year	72
4th year	95
5th year	100
Four-year Term—	
1st year	40
2nd year	72
3rd year	95
4th year	100
Three-year Term—	
1st year	58
2nd year	95
3rd year	100

ENGINE DRIVERS.

(Locomotive—Government.)

Award No. 10. of 1962.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION

No. 883 of 1972.

Between the West Australian Locomotive Engine Drivers', Firemen's and Cleaners' Union of Workers, Applicant, and Western Australian Government Railways Commission, Respondent.

HAVING heard Mr. H. T. Kingston on behalf of the applicant and Mr. R. W. Thorpe on behalf of the respondent, and by consent, I, the undersigned, Chief Industrial Commissioner of The Western Australian Industrial Commission, in pursuance of the powers contained in section 92 of the Industrial Arbitration Act, 1912-1971, and all other powers therein enabling me, do hereby order and declare—

That the Government Railways Locomotive Enginemen's Award No. 10 of 1962, as amended and consolidated, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 4th day of August, 1972.

[L.S.] (Sgd.) B. M. O'SULLIVAN,
Commissioner.

Schedule.

Clause 31.—Night and/or Shift Work: Delete this clause and insert in lieu:

31.—Night and/or Shift Work.

(a) An employee when engaged in the callings named hereinafter, shall be paid allowances for night and/or shift work as indicated, provided that where any such allowance is at a rate per hour broken parts of an hour of less than 30 minutes shall be disregarded and from 30 to 59 minutes paid for as one hour.

(b) For all paid time on duty between midnight and 6 a.m. and between 6 p.m. and midnight on Monday to Friday inclusive excluding overtime or any week day time which is payable in the terms of this award in excess of single rate, the following allowances shall be paid:—

(i) Drivers, firemen, adult trainee enginemen and junior trainee enginemen in receipt of the adult wage rate—36 cents per hour.

(ii) Other junior trainee enginemen—18 cents per hour.

(c) For each shift on which payment is due under sub-clause (b) hereof, excepting shifts where any time worked is subject to Saturday, Sunday or overtime penalty, payment shall be made for a minimum period of three hours. Provided however, that an employee who commenced duty before 6 a.m. shall not be denied such minimum payment merely because he works overtime at the end of his shift.

ENGINEERING.

(Gold Mining.)

Award No. 26 of 1947.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 734 of 1972.

Between Amalgamated Engineering Union of Workers of Western Australia, Applicant, and Lake View & Star Limited and others, Respondents.

HAVING heard Mr. J. Mutton on behalf of the applicant and Mr. W. J. Brown on behalf of the respondents, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Engineering (Gold Mining) Award No. 26 of 1947, as amended and consolidated, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 28th day of July, 1972.

[L.S.] (Sgd.) E. R. KELLY,
Commissioner.

Schedule.

Clause 5—Wages: Delete subclause (d) and (d) and insert in lieu:

(c) Occupation (Margin per week):	$
Driller and/or screwer	11.50
Motor Attendant	11.50
Electrical wireman or linesman	16.55
Pipe Fitter	16.65
Coppersmith	27.45
Blacksmith	27.45
Electrical Fitter	27.45
Fitter	27.45
Motor Mechanic	27.45
Turner	27.45
Universal Miller	27.45
Miller	27.45
Borer	27.45
Planer	27.45
Shoper	27.45
Slotter	27.45
Radial Driller	27.45
Driller using cutter bar	27.45
Oxy Acetylene and electric welder	27.45
Patternmaker	32.85
Drill Doctor	16.55

(d) (i) Apprentices (per week):

5-year term—	
First year	17.36
Second year	22.79
Third year	30.38
Fourth year	41.23
Fifth year	51.00
4-year term—	
First year	18.45
Second year	30.38
Third year	41.23
Fourth year	51.00
3-year term—	
First year	24.96
Second year	41.23
Third year	51.00

(ii) In addition, apprentices are to be paid the following proportion of the District Allowance (where applicable) and the Industry Allowance—

5-year term—	%
First year	37
Second year	53
Third year	72
Fourth year	95
Fifth year	100
4-year term—	
First year	40
Second year	72
Third year	95
Fourth year	100
3-year term—	
First year	58
Second year	96
Third year	100

ENGINEERING.

(Government.)

Award Nos. 29, 30, 31 of 1961 and 3 of 1962.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 645 of 1972.

Between Board of Management, Princess Margaret Hospital and others, Applicants, and Coastal District Committee Amalgamated Engineering Union Association of Workers and others, Respondents.

HAVING heard Mr. G. W. White on behalf of the applicants and Mr. D. J. Golding on behalf of the respondents, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Engineering Trades (Government) Award Nos. 29, 30 and 31 of 1961 and 3 of 1962 as amended, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 11th day of August, 1972.

[L.S.] (Sgd.) B. J. COLLIER, Commissioner.

Schedule.

Clause 14—Overtime: Delete subclause (12) and insert in lieu:—

(12) (a) The following workers may be rostered for standby duty outside of the ordinary hours of work:

(i) Electricians in such areas as agreed on by the parties.

(ii) A Fitter and a Refrigeration Fitter at Princess Margaret Hospital.

(iii) Except in the case of Princess Margaret hospital the roster shall comprise the available workers.

(b) In addition to any payment due under this Award for the overtime worked each worker rostered for standby duty shall be paid—

(i) Three hours pay at ordinary rates if he is rostered on any day Monday to Friday inclusive.

(ii) Four hours pay at ordinary rates if he is rostered on a Saturday or a Sunday.

(iii) Three hours pay at ordinary rates plus a day in lieu if he is rostered on a public holiday.

(c) The conditions prescribed in paragraphs (a) (i) and (iii) and (b) of this subclause may at the discretion of the employer, be applied to any worker employed in the Charcoal Iron and Steel Works, Wundowie and in the case of any worker to whom it is so applied—

(i) The minimum period shall, for the purpose of subclause (8) of this clause be two hours in lieu of the three hours therein prescribed; and

(ii) The provisions of subclause (9) of this clause do not apply,

on any day that he is paid an allowance pursuant to this subclause.

FROZEN FOOD EMPLOYEES.

Award No. 30 of 1968.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 485 of 1972.

Between the Food Preservers' Union of Western Australia, Union of Workers, Applicant, and Diamond Foods Ltd. and others, Respondents.

HAVING heard Mr. N. J. Millar on behalf of the applicant and Mr. C. B. Parks on behalf of the respondents, and by consent, I, the undersigned, Chief Industrial Commissioner of The Western Australian Industrial Commission, in pursuance of the powers contained in section 92 of the Industrial Arbitration Act, 1921-1971, and all other powers therein enabling me, do hereby order and declare—

That the Frozen Foods Employees Award No. 30 of 1968, as amended, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 4th day of August, 1972.

(Sgd.) B. M. O'SULLIVAN,
[L.S.] Commissioner.

Schedule.

1. Clause 7.—Wages: Delete this clause and insert in lieu:

7.—Wages.

The minimum rates of wages to be paid to workers covered by this award shall be as follows:

	$
(1) Basic wage (per week):	
Males	40.45
Females	32.40
(2) Adult Males (margin over male basic wage per week)	
(a) Fish Processing—	
(i) Hand Filleter	10.25
(ii) Retort Operator	10.25
(iii) Workers engaged in seaming and sealing cans	10.25
(b) Vegetable Processing—	
(i) Retort Operator	10.25
(ii) Workers engaged in seaming and sealing cans	10.25
(c) Poultry and Rabbit Processing—	
(i) Workers engaged in manual killing of poultry	13.85
(d) Ice Manufacture—	
(i) Workers engaged in the pulling, stacking, crushing and packing of ice	9.75
(e) General Factory Hands—	
(i) Workers engaged in poultry processing	9.55
(ii) All other sections	9.05
(f) Provided that as from the 1st January, 1973 the margins contained in this subclause shall be increased by $1.00.	
(3) Adult Females (Margin over the female basic wage per week):	$
(a) (i) Workers engaged in the drawing or dressing of poultry on the viscerating line or in the weighing and grading of poultry or in operating a power driven saw cutter	8.42
(ii) Workers engaged in poultry processing	6.42
(iii) All other sections	5.92
(b) Provided that female workers engaged in the manual killing of poultry shall be paid the appropriate adult male rate.	
(c) Provided that as from the 1st January, 1973 the margins contained in this subclause shall be increased by $1.25.	
(4) Junior Male Workers (per cent of male basic wage):	%
Under 16 years of age	52
16 to 17 years of age	63
17 to 18 years of age	74
18 to 19 years of age	85
19 to 20 years of age	97
20 to 21 years of age	100
	+ $3.10
Provided that a junior male worker engaged in the manual killing of poultry shall be paid the appropriate adult male rate.	
(5) Junior Female Workers (per cent of female basic wage):	%
Under 16 years of age	51
16 to 17 years of age	63
17 to 18 years of age	74
18 to 19 years of age	86
19 to 20 years of age	97
20 to 21 years of age	100
	+ $2.50
Junior female workers shall not be engaged in the killing of poultry.	
(6) Leading Hands (per week extra):	$
(a) Males—	
(i) Less than three other workers	1.75
(ii) Not less than three and not more than ten other workers	3.15
(iii) More than ten but not more than twenty other workers	5.30
(iv) More than twenty other workers	7.50
(b) Females—	
(i) Less than three other workers	1.40
(ii) Not less than three and not more than ten other workers	2.50
(iii) More than ten but not more than twenty other workers	4.25
(iv) More than twenty other workers	6.00
(7) Additional Rates: Cold Storage workers, namely workers required to work in a temperature below 32°F. shall be paid seven cents per hour in addition to the ordinary	

rates prescribed in this clause. This subclause shall not apply to a worker engaged in the pulling, stacking, crushing and packing of ice.

(8) Casual Workers: Casual workers shall receive fifteen per cent. in addition to the ordinary rates prescribed in this clause for the work performed.

2. Clause 9.—Overtime: Delete paragraphs (a) and (b) of subclause (3) of this clause and insert in lieu thereof:—

(3) (a) A worker required to work overtime for more than two hours, without being notified on the previous day or earlier that he will be so required to work, shall be supplied with a meal by the employer or paid one dollar for a meal.

(b) If the amount of overtime required to be worked necessitates a second or subsequent meal, the employer shall, unless he has notified the workers concerned on the previous day or earlier that such second or subsequent meal will also be required, provide such meals or pay an amount of 80 cents for each second or subsequent meal.

3. Clause 12.—Contract of Service: Delete paragraph (a) of subclause (1) of this clause and insert in lieu thereof:—

(1) (a) Except in the case of a casual worker, the contract of hiring of every worker shall be a weekly contract terminable by one week's notice on either side, given on any working day or in the event of such notice not being given by the payment of one week's pay by the employer or the forfeiture of one week's pay by the worker. Provided this shall not effect the right of an employer to dismiss a worker without notice for misconduct. A worker dismissed for misconduct other than theft or wilful damage shall be entitled to the payment of wages up to the time of dismissal.

4. Clause 23.—Posting of Award: Delete this clause and insert in lieu thereof:—

Clause 23.—Posting of Award and Union Notices.

(1) An employer shall provide a notice board of reasonable dimension to be erected in a prominent position in his establishment upon which an accredited union representative shall be permitted to post formal union notices, signed or countersigned by the representative posting them. Any notice posted on such board not signed or countersigned may be removed by an accredited union representative or the employer.

(2) A copy of this award if supplied by the union shall be allowed to be posted on the notice board referred to in subclause (1) of this clause.

5. Clause 27.—Fish and Vegetable Processing: Delete subclause (2) of this clause and insert in lieu thereof:—

(2) For all ordinary work performed on days other than Saturday or Sunday or the holidays referred to in clause 15 between 6 p.m. and midnight and midnight and 6 a.m., 10 cents per hour and 13 cents per hour respectively shall be paid in addition to the ordinary wage as well as the casual loading of fifteen per cent of the ordinary rate.

GARDENERS.

(Public Works Department.)

Award No. 30 of 1969.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION

No. 546 of 1972.

Between the West Australian Cleaners, Caretakers, Lift Attendants, Window Cleaners, Attendants and Watchmen's Industrial Union of Workers (Perth), Applicant, and the Honourable Minister for Works, Respondent.

HAVING heard Mr. R. J. Williams on behalf of the applicant and Mr. C. Westcott on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in Section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Mowing and Gardening Services (Public Works Department) Award No. 30 of 1969, as amended, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 4th day of August, 1972.

[L.S.] (Sgd.) J. R. FLANAGAN, Commissioner.

Schedule.

Clause 8.—Wages: Delete subclause (4) of this clause and insert in lieu:—

(4) Notwithstanding anything else contained in this award, if the Western Australian Industrial Commission should prescribe a basic wage generally or in any district differing in amount from that now prescribed of $40.45 per week for adult males, then the margins herein prescribed for the Power Mower Operator in charge of Motor Vehicle, Grades 1, 2 and 3, and the Tractor Mower Operator shall be increased or decreased as the case may be to the same extent as that present basic wage may be increased or decreased by that Commission as aforesaid, so that the sum of the basic wage and margins for the workers covered by the abovementioned classifications shall remain constant.

GRAIN HANDLING.

(Albany Terminal.)

Award No. 34 of 1961.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 832 of 1972.

Between Australian Workers' Union Westralian Branch, Industrial Union of Workers, Applicant, and Co-operative Bulk Handling Ltd., Respondent.

HAVING heard Mr. H. Barry on behalf of the applicant and Mr. P. Zorzi on behalf of the respondent, and by consent, I, the undersigned, Chief Industrial Commissioner of The Western Australian Industrial Commission, in pursuance of

the powers contained in section 92 of the Industrial Arbitration Act, 1912-1971, and all other powers therein enabling me, do hereby order and declare—

That the Grain Handling (Albany Terminal) Award No. 34 of 1961, as amended and consolidated, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 27th day of July, 1972.

(Sgd.) B. M. O'SULLIVAN,
[L.S.] Commissioner.

Schedule.

Clause 18—Wages: Delete this clause and insert in lieu:

18.—Wages.

The minimum rates of wages payable to workers covered by this award shall be as follows:—

		$
(1) (a)	Basic Wage (per week)	40.45
(b)	Margins (per week):	
	Group 1A .... (When appointed by the employer)	32.00
	Group 1 .... (After three years satisfactory service)	30.00
	Group 2 .... (After six months satisfactory service)	26.00
	Group 3 .... (On commencement)	22.00
	Note: The marginal rates herein prescribed provide for normal disabilities such as dust, working in confined spaces, height, etc. associated with the job.	
(c)	Leading Hands, when appointed by the employer, shall be paid 12.5 cents per hour in addition to their ordinary wage rate.	
(d)	When a worker is assigned to operate the control panel he shall be paid $1.00 per shift or part thereof, in addition to his ordinary wage rate.	

(2) (a) Until further order the ordinary rate for a week of forty hours shall be the rate prescribed in clause 2A of this award.

(b) The wage for the day shift shall be eight hours on the rate prescribed in paragraph (a) hereof.

(c) The wage for an evening and night shift shall be eight hours on the ordinary rate prescribed in paragraph (a) hereof with the addition of fifty-five per cent.

(3) Where a worker in any one day works the day shift and one or both of the evening or night shifts, or part of one or both, he shall be paid for the day shift at the rate set out in subclause (2) (b) of this clause and for the remaining shift or shifts at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(4) Where a worker works both the evening and night shift or part of the night shift in succession he shall be paid for the evening shift at the rate set out in subclause (2) (c) of this clause and for the night shift at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(5) Where a worker in any one day works the night shift and the whole or part of the evening shift he shall be paid for the night shift at the rate set out in subclause (2) (c) of this clause and for the evening shift at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(6) Where a worker works the evening or night shift and part of the day shift in any one day he shall be paid for the evening or night shift at the rate set out in subclause (2) (c) of this clause and for the day shift at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(7) (a) When a worker works on a holiday as part of his ordinary weekly hours he shall be paid for eight hours at two and a half times the rate set out in subclause (2) (a) of this clause.

(b) Subject to paragraph (c) hereof, where a worker works on a Saturday he shall be paid at double the rate set out in subclause (2) (a) of this clause for work up till noon and two and a half times that rate for work thereafter.

(c) The minimum payment for work on a Saturday shall be four hours at double the rate set out in subclause (2) (a) of this clause but—

(i) Where work continues or recommences after noon this rate shall be increased by twenty-five per cent. in respect of such work.

(ii) Where work commences after noon the minimum payment shall be four hours at two and a half times the rate set out in subclause (2) (a) of this clause.

(d) Where a worker works on a Sunday or a holiday other than as set out in paragraph (a) hereof he shall be paid for the time worked at double time and two and a half times respectively the rate set out in subclause (2) (a) of this clause with a minimum of four hours.

(8) When a worker reports at the commencing time for the day shift for orders for duty and is instructed to commence at the commencing time for the evening shift on that day and so commences he shall be paid two hours' wages at the rate set out in subclause (2) (a) of this clause and in addition shall be paid the rate for the evening shift as set out in subclause (2) (c) of this clause.

(9) The minimum wage rate for casual workers shall be the ordinary wage rate applicable to Group 3 with the addition of fifteen per cent. The resultant wage rate shall be divided by 40 to ascertain the hourly rate.

(10) (a) Where a casual hand is engaged for work during the day shift he shall be paid the hourly rate.

(b) Where a casual hand is engaged for work during the evening shift or night shift the hourly rate shall be increased by fifty five per cent.

(c) Where a casual hand is engaged for work up to noon on a Saturday or on a Sunday the hourly rate shall be increased by one hundred per cent.

(d) Where a casual hand is engaged for work after noon on a Saturday, or a holiday pursuant to this award, the hourly rate shall be increased by one hundred and fifty per cent.

(11) Where a casual hand in any one day works the day shift, and one or both of the evening or night shifts, or part of one or both, he shall be paid for the day shift at the hourly rate and for

the remaining shift or shifts or part thereof at this rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(12) Where a casual hand works both the evening shift and the night shift or part of the night shift in succession he shall be paid for the evening shift at the hourly rate plus fifty-five per cent., and for the night shift or part thereof at the hourly rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(13) Where a casual hand in any one day works the night shift and the whole or part of the evening shift he shall be paid for the night shift at the hourly rate plus fifty-five per cent. and for the evening shift or part thereof at the hourly rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(14) Where a casual hand works the evening or night shift and part of the day shift in any one day he shall be paid for the evening or night shift at the hourly rate plus fifty-five per cent. and for the part of the day shift worked at the hourly rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(15) Wages shall be paid weekly, on a day mutually agreed upon between the employer and the worker.

GRAIN HANDLING.
(Geraldton Terminal.)
Award No. 2 of 1961.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 831 of 1972.

Between Australian Workers' Union, Westralian Branch, Industrial Union of Workers, Applicant, and Co-operative Bulk Handling Ltd., Respondent.

HAVING heard Mr. H. Barry on behalf of the applicant and Mr. P. Zorzi on behalf of the respondent, and by consent, I, the undersigned, Chief Industrial Commissioner of The Western Australian Industrial Commission, in pursuance of the powers contained in section 92 of the Industrial Arbitration Act, 1912-1971, and all other powers therein enabling me, do hereby order and declare—

That the Grain Handling (Geraldton Terminal) Award No. 2 of 1961, as amended and consolidated, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 27th day of July, 1972.

(Sgd.) B. M. O'SULLIVAN,
[L.S.] Commissioner.

Schedule.

Clause 18.—Wages: Delete this clause and insert in lieu:

18.—Wages.

The minimum rates of wages payable to workers covered by this award shall be as follows:—

		$
(1) (a)	Basic Wage (per week)	40.45
(b)	Margins (per week):	
	Group 1A .... (When appointed by the employer)	32.00
	Group 1 .... (After three years satisfactory service)	30.00
	Group 2 .... (After six months satisfactory service)	26.00
	Group 3 .... (On commencement)	22.00

Note: The marginal rates herein prescribed provide for normal disabilities such as dust, working in confined spaces, height etc. associated with the job.

(c) Leading Hands, when appointed by the employer, shall be paid 12.5 cents per hour in addition to their ordinary wage rate.

(d) When a worker is assigned to operate the control panel he shall be paid $1.00 per shift or part thereof, in addition to his ordinary wage rate.

(2) (a) Until further order the ordinary rate for a week of forty hours shall be the rate prescribed in clause 2A of this award.

(b) The wage for the day shift shall be eight hours on the rate prescribed in paragraph (a) hereof.

(c) The wage for an evening and night shift shall be eight hours on the ordinary rate prescribed in paragraph (a) hereof with the addition of fifty five per cent.

(3) Where a worker in any one day works the day shift and one or both of the evening or night shifts, or part of one or both, he shall be paid for the day shift at the rate set out in subclause (2) (b) of this clause and for the remaining shift or shifts at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(4) Where a worker works both the evening and night shift or part of the night shift in succession he shall be paid for the evening shift at the rate set out in subclause (2) (c) of this clause and for the night shift at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(5) Where a worker in any one day works the night shift and the whole or part of the evening shift he shall be paid for the night shift at the rate set out in subclause (2) (c) of this clause and for the evening shift at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(6) Where a worker works the evening or night shift and part of the day shift in any one day he shall be paid for the evening or night shift at the rate set out in subclause (2) (c) of this clause and for the day shift at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(7) (a) When a worker works on a holiday as part of his ordinary weekly hours he shall be paid for eight hours at two and a half times the rate set out in subclause (2) (a) of this clause.

(b) Subject to paragraph (c) hereof, where a worker works on a Saturday he shall be paid at double the rate set out in subclause (2) (a) of this clause for work up till noon and two and a half times that rate for work thereafter.

(c) The minimum payment for work on a Saturday shall be four hours at double the rate set out in subclause (2) (a) of this clause but—

(i) Where work continues or recommences after noon this rate shall be increased by twenty-five per cent. in respect of such work.

(ii) where work commences after noon the minimum payment shall be four hours at two and a half times the rate set out in subclause (2) (a) of this clause.

(d) Where a worker works on a Sunday or a holiday other than as set out in paragraph (a) hereof he shall be paid for the time worked at double time and two and a half times respectively the rate set out in subclause (2) (a) of this clause with a minimum of four hours.

(8) When a worker reports at the commencing time for the day shift for orders for duty and is instructed to commence at the commencing time for the evening shift on that day and so commences he shall be paid two hours' wages at the rate set out in subclause (2) (a) of this clause and in addition shall be paid the rate for the evening shift as set out in subclause (2) (c) of this clause.

(9) The minimum wage rate for casual workers shall be the ordinary wage rate applicable to Group 3 with the addition of fifteen per cent. The resultant wage rate shall be divided by 40 to ascertain the hourly rate.

(10) (a) Where a casual hand is engaged for work during the day shift he shall be paid the hourly rate.

(b) Where a casual hand is engaged for work during the evening shift or night shift the hourly rate shall be increased by fifty five per cent.

(c) Where a casual hand is engaged for work up to noon on a Saturday or on a Sunday the hourly rate shall be increased by one hundred per cent.

(d) Where a casual hand is engaged for work after noon on a Saturday, or a holiday pursuant to this award, the hourly rate shall be increased by one hundred and fifty per cent.

(11) Where a casual hand in any one day works the day shift, and one or both of the evening or night shifts, or part of one or both, he shall be paid for the day shift at the hourly rate and for the remaining shift or shifts or part thereof at this rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(12) Where a casual hand works both the evening shift and the night shift or part of the night shift in succession he shall be paid for the evening shift at the hourly rate plus fifty five per cent. and for the night shift or part thereof at the hourly rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(13) Where a casual hand in any one day works the night shift and the whole or part of the evening shift he shall be paid for the night shift at the hourly rate plus fifty-five per cent. and for the evening shift or part thereof at the hourly rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(14) Where a casual hand works the evening or night shift and part of the day shift in any one day he shall be paid for the evening or night shift at the hourly rate plus fifty-five per cent. and for the part of the day shift worked at the hourly rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(15) Wages shall be paid weekly, on a day mutually agreed upon between the employer and the worker.

GRAIN HANDLING.

(Bunbury and Esperance Terminals.)

Award No. 24 and 25 of 1968.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 833 of 1972.

Between Australian Workers' Union, Westralian Branch, Industrial Union of Workers, Applicant, and Co-operative Bulk Handling Ltd., Respondent.

HAVING heard Mr. H. Barry on behalf of the applicant and Mr. P. Zorzi on behalf of the respondent, and by consent, I, the undersigned, Chief Industrial Commissioner of The Western Australian Commission, in pursuance of the powers contained in section 92 of the Industrial Arbitration Act, 1912-1971, and all other powers therein enabling me, do hereby order and declare—

That the Grain Handling (Bunbury and Esperance Terminals) Award Nos. 24 and 25 of 1968, as amended, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 27th day of July, 1972.

(Sgd.) B. M. O'SULLIVAN,
[L.S.] Commissioner.

Schedule.

Clause 18—Wages: Delete this clause and insert in lieu:

18.—Wages.

The minimum rate of wages payable to workers covered by this award shall be as follows:—

		$
(1) (a)	Basis Wage (per week):	40.45
(b)	Margins (per week):	
	Group 1A .... (When appointed by the employer)	32.00
	Group 1 .... (After three years satisfactory service)	30.00
	Group 2 .... (After six months satisfactory service)	26.00
	Group 3 .... (On commencement)	22.00
	Note: The marginal rates herein prescribed provide for normal disabilities such as dust, working in confined spaces, height etc. associated with the job.	
(c)	Leading Hands, when appointed by the employer, shall be paid 12.5 cents per hour in addition to their ordinary wage rate.	

(d) When a worker is assigned to operate the control panel he shall be paid $1.00 per shift or part thereof, in addition to his ordinary wage rate.

(2) (a) Until further order the ordinary rate for a week of forty hours shall be the rate prescribed in clause 2A of this award.

(b) The wage for the day shift shall be eight hours on the rate prescribed in paragraph (a) hereof.

(c) The wage for an evening and night shift shall be eight hours on the ordinary rate prescribed in paragraph (a) hereof with the addition of fifty-five per cent.

(3) Where a worker in any one day works the day shift and one or both of the evening or night shifts, or part of one or both, he shall be paid for the day shift at the rate set in subclause (2) (b) of this clause and for the remaining shift or shifts at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(4) Where a worker works both the evening and night shift or part of the night shift in succession he shall be paid for the evening shift at the rate set out in subclause (2) (c) of this clause and for the night shift at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(5) Where a worker in any one day works the night shift and the whole or part of the evening shift he shall be paid for the night shift at the rate set out in subclause (2) (c) of this clause and for the evening shift at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double this rate thereafter.

(6) Where a worker works the evening or night shift and part of the day shift in any one day he shall be paid for the evening or night shift at the rate set out in subclause (2) (c) of this clause and for the day shift at the rate set out in subclause (2) (a) of this clause plus fifty per cent. for the first two hours and double time thereafter.

(7) (a) When a worker works on a holiday as part of his ordinary weekly hours he shall be paid for eight hours at two and a half times the rate set out in subclause (2) (a) of this clause.

(b) Subject to paragraph (c) hereof, where a worker works on a Saturday he shall be paid at double the rate set out in subclause (2) (a) of this clause for work up till noon and two and a half times that rate for work thereafter.

(c) The minimum payment for work on a Saturday shall be four hours at double the rate set out in subclause (2) (a) of this clause but—

(i) Where work continues or recommences after noon this rate shall be increased by twenty-five per cent. in respect of such work.

(ii) where work commences after noon the minimum payment shall be four hours at two and a half times the rate set out in subclause (2) (a) of this clause.

(d) Where a worker works on a Sunday or a holiday other than as set out in paragraph (a) hereof he shall be paid for the time worked at double time and two and a half times respectively the rate set out in subclause (2) (a) of this clause with a minimum of four hours.

(8) When a worker reports at the commencing time for the day shift for orders for duty and is instructed to commence at the commencing time for the evening shift on that day and so commences he shall be paid two hours' wages at the rate set out in subclause (2) (a) of this clause and in addition shall be paid the rate for the evening shift as set out in subclause (2) (c) of this clause.

(9) The minimum wage rate for casual workers shall be the ordinary wage rate applicable to Group 3 with the addition of fifteen per cent. The resultant wage rate shall be divided by 40 to ascertain the hourly rate.

(10) (a) Where a casual hand is engaged for work during the day shift he shall be paid the hourly rate.

(b) Where a casual hand is engaged for work during the evening shift or night shift the hourly rate shall be increased by fifty-five per cent.

(c) Where a casual hand is engaged for work up to noon on a Saturday or on a Sunday the hourly rate shall be increased by one hundred per cent.

(d) Where a casual hand is engaged for work after noon on a Saturday, or a holiday pursuant to this award, the hourly rate shall be increased by one hundred and fifty per cent.

(11) Where a casual hand in any one day works the day shift, and one or both of the evening or night shifts, or part of one or both, he shall be paid for the day shift at the hourly rate and for the remaining shift or shifts or part thereof at this rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(12) Where a casual hand works both the evening shift and the night shift or part of the night shift in succession he shall be paid for the evening shift at the hourly rate plus fifty-five per cent. and for the night shift or part thereof at the hourly rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(13) Where a casual hand in any one day works the night shift and the whole or part of the evening shift he shall be paid for the night shift at the hourly rate plus fifty-five per cent. and for the evening shift or part thereof at the hourly rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(14) Where a casual hand works the evening or night shift and part of the day shift in any one day he shall be paid for the evening or night shift at the hourly rate plus fifty-five per cent. and for the part of the day shift worked at the hourly rate plus fifty per cent. for the first two hours and double the hourly rate thereafter.

(15) Wages shall be paid weekly, on a day mutually agreed upon between the employer and the worker.

HOSPITAL EMPLOYEES.

(Nursing Aides and Assistants (Government).)

Award No. 40 of 1959.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 638 of 1972.

Between Hospital Employees' Industrial Union of Workers, W.A., Applicant, and the Minister for Health and others, Respondents.

HAVING heard Mr. O. K. Salmon on behalf of the applicant and Mr. G. White on behalf of the respondents, and by consent, I, the undersigned,

Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Nursing Aides and Nursing Assistants (Government) Award No. 40 of 1959, as amended, be and the same is hereby further amended and consolidated in accordance with the following schedule.

Dated at Perth this 1st day of August, 1972.

(Sgd.) J. R. FLANAGAN,
[L.S.] Commissioner.

Schedule.

1.—Title.

This award shall be known as the "Nursing Aides and Nursing Assistants (Government) Award" and replaces Award No. 17 of 1956 as amended.

2.—Arrangement.

1. Title.
2. Arrangement.
3. Scope.
4. Term.
5. Area.
6. Definitions.
7. Average Occupied Beds.
8. Hours.
9. Overtime.
10. Holidays.
11. Long Service Leave.
12. Sick Leave.
13. Dismissals.
14. Transfer.
15. Engagement.
16. Laundry and Uniforms.
17. Rosters.
18. Time and Wages Book.
19. Interviews.
20. Notices.
21. Preference to Unionists.
22. Present Salaries and Privileges.
23. Living Allowance.
24. District Allowances.
25. Emergencies.
26. Casual Workers.
27. Other Provisions.
28. Board of Reference.
29. Shift Work.
30. Country Service Allowances.
31. Payment of Wages.
32. Part Time Workers.
33. Wages.

3.—Scope.

This award shall apply to Nursing Aides and Nursing Assistants employed in all hospitals under the control of the Minister for Public Health, the Government Receiving Home under the control of the Minister for Community Welfare to all hospitals under the control of Boards of Management appointed under the Hospitals Act, 1927 and to the Princess Margaret Hospital.

4.—Term.

This award shall operate for a period of three years as from the beginning of the first pay period commencing on or after the date hereof. (This award was issued on the 16th day of March, 1960.)

5.—Area.

This award shall have effect throughout the State of Western Australia.

6.—Definitions.

(1) The term "nurse assistant" shall mean and include a female person other than a registered nurse or trainee as defined by Award No. 6 of 1968 who is employed in assisting in nursing duties and/or giving attention and care to the sick aged and infirm persons, or to the care and attention of children in hospitals.

(2) The term "nursing aide" shall be a person as defined by the Nurses Act 1968 who is employed in nursing duties and/or giving attention and care to the sick aged and infirm persons, or to the care and attention of children in hospitals.

(3) For the purpose of this award "Hospital" shall be as defined in the Hospitals Act 1927 and shall include the Government Receiving Home.

(4) "Union" shall mean the Hospital Employees' Industrial Union of Workers, W.A.

7.—Average Occupied Beds.

(1) For the purpose of ascertaining the adjusted daily average of occupied beds of a hospital, each newly born baby shall count as one-half patient, except in the premature ward where each shall count as one patient, and three hundred and fifty outpatients attendances in each six months period shall count as one occupied bed. The average shall be taken for the six months ending 30th June and 31st December in each and every year and such average shall relate to the wage for the six months commencing on the succeeding 1st September and 1st March respectively.

(2) Where a hospital has not been open for the required period the wage to be paid shall be that agreed upon by the employer and the Union, or failing agreement, as determined by the Board of Reference.

8.—Hours.

(1) Subject to the provisions of subclause (7) of this clause the ordinary working hours of workers shall not exceed:

(a) Forty hours per week, or eighty hours per fortnight at the option of the employer and no shift shall exceed ten hours.

(b) An employer shall not change from a forty hour week to an eighty hour fortnight, except upon giving one month's notice of his intention so to do to the Union.

(c) Meal breaks shall not be counted as time worked.

(2) Workers on day duty shall, where practicable, be allowed two days' continuous time off duty per week and those on night duty shall, where practicable, be allowed two days' continuous time off duty per week or four days' continuous time off duty per fortnight. Provided that where the days off duty as specified are missed and not taken within four weeks, equivalent time shall be added to the annual leave of the worker or, in the case of a casual worker, it shall be paid for when the employment is terminated.

(3) Morning and afternoon tea shall be provided by the employer. The time allowed for such break shall not exceed seven minutes which shall be taken when convenient to the employer without deduction of pay for such time.

(4) Where a worker is required to travel as part of her duty such travelling time shall be considered as part of her working time and there shall be no deduction in respect hereof.

(5) Night duty in North-West Hospitals and Goldfields Hospitals (except training schools) where the staff including the Matron is three or more, shall not exceed seven consecutive nights when a majority of the workers who are requested to do night duty so decide, in which case it shall rotate after seven nights.

(6) The provisions of this clause, except subclauses (3) and (4), shall not apply to hospitals where the daily average of occupied beds does not exceed six, in which case there shall be no fixed hours of duty.

(7) Notwithstanding anything to the contrary in this clause and at the option of the employer, Nursing Aides employed in clinics or departments which function during the normal clerical hours of duty on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday may be granted hours of duty together with public holidays and annual leave as are generally applicable to the clerical staff employed in the said clinics or departments. The daily hours of duty shall include a break of not more than one hour for lunch and such time shall not be included as part of the normal working week of thirty-eight hours.

9.—Overtime.

(1) Except as herinafter provided all time worked in excess of the ordinary working hours prescribed in clause 8 of this award shall be paid for in the following manner:

(a) Time and a half for the first four hours and double time thereafter when working forty hours per week.

(b) Time and a half for the first eight hours and double time thereafter when working eighty hours per fortnight.

(2) Less than thirty minutes' overtime in any weekly or fortnightly period shall not be paid for.

(3) If a worker is recalled to work, she shall be paid a minimum of two hours at overtime rates, and be paid for all reasonable expenses incurred in returning to duty.

(4) Where the worker and the employer so agree, time off in lieu of payment for overtime may be allowed proportionate to the payment to which she is entitled. Such time off to be taken at the convenience of the hospital provided that—

(a) such time off is in unbroken periods according to each period of overtime worked; and

(b) the overtime is made up within twenty-eight days from the time when it became due, except where it arises from the changeover from night duty to day duty, or day duty to night duty.

(5) Where a worker has not been notified the previous day or earlier that she is required to work overtime the employer shall ensure that workers working such overtime for an hour or more shall be provided with any of the usual meals occurring during such overtime or be paid one dollar for each meal.

10.—Holidays.

(1) Except as hereinafter provided a period of six weeks' leave shall be allowed to a worker by his employer after a period of twelve months' continuous service with such employer.

(2) If after one month's continuous service in any qualifying twelve monthly period a worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the worker, the worker shall be paid one half of a week's pay at his ordinary rate of wage in respect of each completed month of service.

(3) Every worker shall receive at least seven days' previous notice of the commencement of her leave. For the purpose of ascertaining the approximate time of her annual leave a roster shall be kept in all hospitals at which the beds occupied average more than twenty giving the necessary information. This roster shall be placed on a notice board in some convenient place for inspection by the workers.

(4) (a) Leave shall be paid for in advance at the rate of salary the worker is receiving at the time of taking such leave.

(b) Leave shall be given as soon as practicable after falling due and shall not accumulate except with the consent of the worker, but in no case shall it accumulate for more than two years.

(5) The annual leave prescribed in subclause (1) of this clause may at the option of the employer be granted in two periods neither of which shall be less than one week.

11.—Long Service Leave.

The conditions governing the granting of long service leave to full-time Government Wages Employees generally shall apply to workers covered by this award.

12.—Sick Leave.

(1) Sick leave with pay will be granted on the following scale on production of an adequate medical certificate or, in regard to leave not exceeding two days, other evidence of ill-health satisfactory to the employer.

(a) Under three years' service—one and a quarter days for each calendar month of continuous service with hospitals under this award; provided that payment hereunder may be adjusted at the end of each calendar year, or at the time the worker leaves the service of the employer, in the event of the worker being entitled by service subsequent to the sickness to a greater allowance than that made at the time the sickness occurred.

(b) Over three years' service—two months on full pay. The worker must furnish proof of continuous service.

(2) Sick leave may be granted in one or more periods but the aggregate amount of leave on pay shall not in any one triennial period exceed the time provided for in the foregoing scale.

(3) A "triennial period" shall be three years preceding the date of the commencement of absence through illness in respect of which leave is claimed.

(4) If sickness is due to the wilful neglect or default of the worker, the proof whereof lies upon the employer, sick leave shall, if granted be without pay.

13.—Dismissals.

(1) Except in the case of dismissal for misconduct a worker's service shall not be terminated unless she has received fourteen days' previous notice or payment for such period in lieu thereof.

(2) No worker shall, without the consent of her employer resign without first having given fourteen days' previous notice of her intention so to do, and in the absence of such notice the employer may withhold holiday or other pay up to the amount of fourteen days' wages; provided that this shall not apply in the case of a worker who has received a summons for duty with any of the armed forces of Australia.

(3) A worker dismissed for misconduct shall have the right to appeal against such dismissal to a Board of Reference or to such persons as may be agreed upon by her with her employer, and such worker shall be entitled to a written statement as to the reason for her dismissal from her employer within fourteen days of the said employer's having received a written request for such statement.

(4) This clause shall not apply to casual or part-time workers.

14.—Transfer.

(1) (a) A worker who is transferred from one place to another shall be entitled to first class travelling accommodation between the places of transfer and to full payment of wages during the time of leaving duty and taking up her new duties.

(b) Where a worker wishes to use her own vehicle to give effect to a transfer by the employer she shall be paid the equivalent of the entitlement in paragraph (a) of subclause (1) of this clause.

(2) (a) In addition, she shall be allowed travelling allowance of one dollar for any meal purchased, or the actual cost of any meal purchased, if such cost exceeds one dollar. Meal times shall be 8 a.m., 1 p.m. and 6 p.m. Thirty cents for each morning and afternoon tea shall be allowed when travelling at 11 a.m. and 4 p.m. Reasonable porterage shall also be allowed. Claims for taxi fares must be supported by receipts for the fares claimed.

(b) No such meal allowance shall be made for journeys completed between ordinary meal times. Where practicable, at least fourteen days' previous written notice shall be given to a worker required to transfer from one hospital or place to another.

15.—Engagement.

(1) When a worker is engaged for service in a hospital or place outside a radius of twenty-five miles of the General Post Office, Perth, she shall be entitled to first class fare and travelling allowance as prescribed from the place of engagement to the place of employment and her term of employment shall be deemed to commence as soon as she leaves her place of engagement. Provided if such worker resigns other than for a reason which in the opinion of the employer is a good and sufficient reason or is dismissed for misconduct before the completion of three months' service she shall refund to the employer the cost of the fare from her place of engagement to the place of employment.

(2) If a worker is dismissed before the period for which she was engaged has expired, or if none is stipulated then before the period of six months from the date of her appointment, except in the case of dismisal for misconduct she shall be entitled to first class accommodation and travelling allowance as above to the place of engagement, should she desire to return there.

Provided that if she was originally engaged in Perth and has been employed continuously at more than one Public Hospital without returning to Perth, then she shall be entitled to first class accommodation and travelling allowance to Perth, should she desire to return there.

And also provided that should a worker elect to return to her place of engagement or to Perth by any other conveyance than that stipulated by the employer, she shall be entitled upon production of receipts to actual transport expenses incurred, but such transport expenses shall not exceed the amount of either a first class rail, boat, plane and/or coach fare at the employer's option, from the place of her last employment to the place of her engagement or to Perth as the case may be.

(3) Any worker whose duties shall require her to travel shall be entitled to first class travelling accommodation at the expence of her employer.

(4) If any worker who is engaged for duty in a hospital or place outside a radius of twenty-five miles of the General Post Office, Perth, remains for six months or more in the service of the employer who engages her, she shall be entitled to return fare and travelling allowance as mentioned in subclause (1) when she leaves her employment.

(5) Upon termination of her employment, a worker shall receive payment before she leaves the hospital of all money due to her up the termination of her employment.

(6) Except in the case of dismissal for misconduct a casual worker shall receive return fare and travelling allowances irrespective of her period of engagement.

16.—Laundry and Uniforms.

(1) Each worker shall be entitled to all reasonable laundry work at the expense of the employer, but where the uniform of any worker cannot be laundered by the employer an allowance of sixty cents per week shall be paid to that worker.

(2) The employer shall provide all uniforms which shall at all times remain the property of the employer. Provided that in lieu of providing uniforms, the employ may make an allowance of one dollar per week.

17.—Rosters.

A roster of the working hours shall be exhibited in such place as it may conveniently and readily be seen by each worker concerned. The roster shall be posted not less than forty-eight hours preceding the day on which the roster commences. The roster shall be available to the union secretary for inspection at all reasonable times. Rosters may be altered at any time if the hospital exigences render any alteration necessary.

18.—Time and Wages Book.

(1) A time book shall be open for inspection at all reasonable times by the union secretary, or his nominee, appointed in writing under the seal of the union. Each worker must record daily in such book the exact time on which she starts and finishes duty and also time booked off for meals.

(2) The salary sheet shall, upon reasonable notice being given be open for inspection at the office of the employer concerned by the union secretary or his nominee appointed as aforesaid.

(3) Any system of automatic recording by means of a machine shall be deemed a compliance with the provisions of subclause (1) so far as the particulars actually recorded are concerned.

19.—Interviews.

The union secretary shall be entitled to interview members of the union on the employer's premises at reasonable times.

20.—Notices.

If the union so requests a copy of this award shall be posted on a board of reasonable size in the place where it may be conveniently and readily seen by every worker concerned. The union secretary may also post thereon such other notices relating to union matters as are reasonable.

21.—Preference to Unionists.

(1) In this Clause:

"the union" means the Hospital Employees' Industrial Union of Workers, W.A.

"Unionist" means a worker who is a member of the union.

"Non-unionist" means a worker who is not a member of the union.

(2) Subject to the provisions of this clause it is a condition of employment under this award that each non-unionist shall:

(a) unless she has already applied for membership of the union in the manner prescribed by the rules of the union, apply for such membership in the manner so prescribed within seven days of receiving from an accredited representative of the union a copy of these rules, a copy of this clause and an application form for Membership.

(b) upon being notified that she has been accepted as a member of the union, do such things as may be required under the rules of the union in relation to her admission to membership; and

(c) thereafter remain a unionist whilst so employed.

(3) Subclause (2) of this clause does not apply to any worker—

(a) who holds a certificate of exemption from membership of the union issued and in force pursuant to section 61B of the Industrial Arbitration Act, 1912-1971.

(b) who, prior to the expiration of the seven days referred to in that subclause, has applied for such a certificate of exemption, unless and until that application is finally determined under that section; or

(c) for the unexpired portion of any period in respect of which she has, prior to commencing employment under this award, paid membership fees on her own behalf to another union.

(4) (a) Where the secretary of the union has notified an employer that a non-unionist to whom the provisions of subclause (2) of this clause apply has failed or refused to comply with those provisions, that non-unionist shall not be retained in employment by that employer for more than twenty-four hours to the exclusion of any well conducted unionist who is employed by or who applies for employment with that employer and who is adequately experienced and otherwise competent in the work performed by that non-unionist, and is of the sex to which that work is allotted by this award or, where the award makes no such provision by custom.

(b) Where paragraph (a) of this subclause operates so as to require the dismissal of a non-unionist by her employer the provisions of subclause (a) of clause 13 of this award are hereby declared in-operative in respect of that dismissal but only if: —

(i) a unionist is engaged to commence work in the place of the non-unionist; and

(ii) that the dismissal does not become effective before the unionist has so commenced.

(5) A non-unionist shall not be engaged for any work to the exclusion of a well conducted unionist if that unionist:

(a) is adequately experienced in and competent to perform that work

(b) applies to that employer for employment on that work

(i) not later than the time at which the non-unionist applies or:

(ii) within the time specified by that employer in any advertisement calling for such application

whichever is the latter:

(c) is able to commence work at the time required by the employer; and

(d) is of the sex to which the work concerned is allotted by this award, or where the award makes no such provision by custom.

(6) Subclause (5) of this clause does not apply to a non-unionist:

(a) who holds a certificate of exemption from membership of the union issued and in force pursuant to section 61B of the Industrial Arbitration Act, 1912-1971; or

(b) for the period between the date on which he applies for such a certificate and the date on which that application is finally determined under that section.

22.—Present Salaries and Privileges.

Nothing herein contained shall entitle an employer to reduce the salary of any worker who at the date of this award is being paid a higher rate of salary than the minimum prescribed for her class of work.

A worker shall not be deprived of any privileges relating to her employment enjoyed by her at the date hereof, except such as are dealt with in the award in which case the award provisions shall apply.

23.—Living Allowances.

(1) Where board and lodging are provided, the employer shall be entitled to deduct the following rates per week from the wages of the worker:—

	$
(a) Nursing Assistants	11.50
(b) Registered Nursing Aides and Trainee Nursing Aides	15.00

(2) In all cases, the ratio of the value of board to that of lodging in the board and lodging allowance shall be two to one.

(3) An accredited representative of the union shall be entitled to insepct such food and accommodation at reasonable times.

(4) When Trainee Nursing Aides are required to share rooms they shall pay half the prescribed lodging allowance in accordance with paragraph (b) of subclause (1) of this clause.

(5) Where workers who are living out are provided with meals by the employer, deduction shall be made from their wages of forty-three cents per meal from the effective date of this order until and including the 30th June, 1972 and forty-eight cents per meal after the 30th June, 1972.

24.—District Allowances.

A worker stationed in any of the undermentioned Districts shall be paid the appropriate allowance specified in Column "A" unless she is provided with board and lodgings in accordance with clause 23, in which case she shall be paid the appropriate allowances specified in Column "B"

Boundaries of Districts.	"A" Per Week $	"B" Per Week $
(1) The area within a line commencing on the coast; thence east along latitude 28 to Tallering Peak; then southeast to Mt. Gibson and Burracoppin; —thence to a point southeast at the junction of latitude 32 and longitude 119; thence south along longitude 119 to the coast.	Nil	Nil
(2) The area within a line commencing on the coast at latitude 27, then east to a point on longitude 119, then south along longitude 119 to latitude 28, then east along latitude 28 to a point north of Mt. Redcliffe thence due south along to a point on latitude 30; thence east along latitude 30 to longitude 123, thence south along longitude 123 to the coast, thence along the coast to the boundary of No. 1 District	0.50	0.50
(3) The area within a line commencing on the coast at latitude 26; thence along latitude 26 to longitude 123, thence south along longitude 123 to the boundary of No. 2 District	0.90	0.50
(4) The area within a line commencing on the coast at latitude 24; thence east to the South Australian border, thence south to the coast, thence along the coast to longitude 123, thence north to the intersection of latitude 26; thence west along latitude 26 to the coast	3.00	1.50
(5) That area of the State situated between the latitude 24 and a line running east from Carnot Bay to the South Australian border	6.00	4.25
(6) That area of the State north of a line running east from Carnot Bay to the South Australian border	7.00	5.00
Hospitals within the boundaries as specified as at 1st July, 1972—		
(1) Esperance, Norseman, Leonora, Laverton, Mt. Magnet, Cue, Menzies, Southern Cross, Sandstone	0.50	0.50
(2) Meekatharra, Wiluna	0.90	0.50
(3) Carnarvon	3.00	1.50
(4) Onslow, Port Hedland, Marble Bar, Broome, Roebourne, Derby, Wittenoom, Halls Creek, Exmouth, Newman, Tom Price, Wickham	6.00	4.25
(5) Wyndham, Kununnurra	7.00	5.00

25.—Emergencies.

In the event of any emergency arising the Commissioner of Public Health may with the consent of the Commission take such measures as may in his opinion be necessary for the safety and protection or welfare of patients notwithstanding anything contained in this award.

26.—Casual Workers.

A worker who is engaged to work for less than two weeks shall be deemed to be a casual and shall be paid ten per cent. over the rates specified herein for her class of work.

27.—Other Provisions.

(1) Not less than thirty minutes shall be allowed for each meal, provided that where a worker is called on duty during a meal time, the period worked shall be counted in the ordinary working hours of duty.

(2) Where workers leave the hospital for accumulated days off in excess of four days, they shall be allowed pro rata board allowance as prescribed by clause 23.

28.—Board of Reference.

(1) The Commission hereby appoints for the purpose of this award a Board of Reference consisting of a chairman and two other members who shall be appointed pursuant to regulation 59 of the Industrial Arbitration Act (Industrial Commission) Regulations 1971.

(2) The Board of Reference is hereby assigned to the function of determining any dispute between the parties in relation to any matter which, under this award may be allowed, approved, fixed, determined or dealt with by a Board of Reference.

29.—Shift Work.

(1) (a) The loading on the ordinary rates of pay for an afternoon or night shift worked in ordinary hours shall be 7½%.

(b) For the purposes of this subclause an afternoon shift shall be one which commences between 12 noon and 6 p.m. and a night shift shall be one which commences between 6 p.m. and 4 a.m.

(c) The second portion of a broken shift, where such second portion commences after 12 noon shall be regarded as an afternoon shift for the purposes of this subclause.

(2) (a) All work performed during ordinary hours between midnight on Friday and midnight on Sunday shall be paid for at the rate of time and a half.

(b) The rates prescribed in this subclause shall be in substitution for and not cumulative on the rates prescribed in subclause (1) of this clause.

(3) Where a worker's rostered hours of duty on any day are extended by an early start or a late finish the shift work or weekend rates as the case may be, shall be paid for, such additional time worked in addition to any overtime payable under clause 9 of this award.

30.—Country Service Allowances.

All workers (with the exception of Student Nursing Aides) employed outside a radius of twenty-five miles of the General Post Office, Perth shall be paid country service allowance as follows:—

	Per Week $
Over 50 beds	0.70
Over 20 beds but under 50 beds	1.40
Under 20 beds	2.10

For the purposes of this clause the number of beds shall be deemed to be the total bed average of all hospitals working under this award in the town concerned.

31.—Payment of Wages.

Where an obligation to pay a final amount contains a decimal figure of 0.5 of a cent or more the amount to be paid shall be the next whole cent. Example 5.5 cents become 6 cents. Where the amount to be paid contains a decimal figure of less than 0.5 of a cent, such decimal figure shall be disregarded. Example 5.4 cents become 5 cents.

32.—Part-time Workers.

(1) Notwithstanding anything contained herein, an employer shall be at liberty to employ part-time workers.

(2) A part-time worker means a worker engaged on an hourly contract of service who regularly works less than forty hours per week.

(3) Part-time workers shall be remunerated at a weekly rate *pro rata* to the rate prescribed for the class of work on which they are engaged only in the proportion which their weekly hours of duty bear to forty.

(4) Part-time workers shall be allowed sick leave and holidays in accordance with the provisions of this award, only in the proportion which their weekly hours of duty bear to forty hours.

33.—Wages.

(1) Wages shall be paid at least twice per calendar month or fortnightly at the option of the employer. Provided that by agreement between the employer and the union wages may in any particular case be paid once per calendar month.

(2) Subject to this clause the minimum rate of wage payable to workers shall be as set out hereunder.

	$
(a) Basic Wage (per week):	
Adult Male	40.45
Adult Female	32.40
(b) Trainee Nursing Aide (Total wage per week):	
Under 20 years of age	40.20
20 years of age and over	50.55
Provided that a male trainee nurs-aide 21 years of age or over shall be paid	55.85
(c) Registered Nursing Aide (Total wage per week):	
1st year	61.15
Thereafter	64.05
(d) Registered Nursing Aide (Special Class Total Wage per week):	
Class 1	66.05
Class 2	68.05
Class 3	70.05

Provided that the appointment to and classification of special class registered nursing aides shall be at the discretion of the employer.

(e) Nursing Assistant:

(i) Under 19 years of age: Percentage of the basic wage and margin prescribed for a 1st year nursing assistant in item (iii) hereof per week:

	%
1st year	73
2nd year	81
3rd year	87

	$
(ii) at 19 years of age and over with less than 12 months experience (Margin per week over the basic wage)	14.10
(iii) At 19 years of age and over with at least 12 months experience (Margin per week over the basic wage)—	
1st year	19.10
Thereafter	24.10

(iv) A nursing assistant who is accepted for training as a nursing aide shall be paid not less than she would have received had she continued as a nursing assistant.

(3) The rates of wage prescribed herein for Trainee Nursing Aides, subject to subclause (4) hereof, and Registered Nursing Aides shall be varied to the extent of any addition to or subtraction from the basic wage fixed from time to time for males by the Western Australian Industrial Commission and which on the date of this Order is $40.45 per week.

(4) The rates prescribed in paragraph (b) of subclause (2) hereof for trainee Nursing Aides less $3.50 shall be varied so as to maintain the percentage relationship that exists as at the date of this Order with the rate for a registered Nursing Aide in the first year.

(5) Any worker who has passed the examination for enrolment prescribed by the Nurses' Board of W.A. shall, for the purposes of this clause be deemed to be a registered Nursing Aide.

Provided that any worker who has not obtained registration as a Nursing Aide within twelve months of passing the examination referred to in the previous paragraph shall not be entitled to progress beyond the rate prescribed for a first year Registered Nursing Aide.

IRON AND STEEL INDUSTRY WORKERS.

(Australian Iron and Steel Pty. Ltd.)

Award No. 1 of 1968.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION

No. 777 of 1972.

Between Australasian Society of Engineers' Industrial Union of Workers, Western Australian Branch and others, Applicants, and Australian Iron and Steel Pty. Limited, Respondent.

HAVING heard Mr. J. Mutton on behalf of the applicants and Mr. W. J. Brown on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Iron and Steel Industry Workers (Australian Iron and Steel Pty. Ltd.) Award No. 1 of 1968, as amended, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 28th day of July, 1972.

[L.S.] (Sgd.) E. R. KELLY,
Commissioner.

Schedule.

Clause 31.—Wages: Delete existing subclause (1) and subclause (2) as it applies to Maintenance—Metal Trades, and insert in lieu:—

31.—Wages

	$
(1) Basic Wage (Per Week):	
Adult males	40.45
Adult females	32.40
(2) Maintenance—Metal Trades.	
Scientific instrument maker	32.85
Fitter—mechanical	27.45
Fitter—refrigeration	27.45
Fitter—electrical	27.45
Electrician—special class	36.45
Mill-wright	27.45
Roll turner-finisher	33.95
Roll turner-copying lathe	30.25
Motor mechanic	27.45
First class machinist	27.45
Second class machinist	16.65
Third class machinist	12.15
First class welder	27.45
Second class welder	12.15
Third class welder	11.05
Fourth class welder	10.35
Tradesmen's assistants	10.55
Tackle area attendant	22.10
Rigger and splicer (certificated)	19.00
Rigger and splicer—other	12.45
Boilermaker	27.45
Boilermaker—the greater part of whose time is occupied in marking off and/or template making	28.95
Heat treater	28.65
Inspector	33.95
Blacksmith	27.45
Blacksmith's striker	10.55
Battery attendant	10.35
Linesman—Grade 1	27.45
Linesman—Grade 2	23.35
Pipe Fitters	27.45
Vehicle service and lubrication	11.45
Machine shop crane driver	16.35

If, during the currency of this award, the Western Australian Industrial Commission should prescribe a basic wage generally, or in district, differing in amount from that now prescribed of $40.45 per week, then the margins of the above classifications appearing under the heading—"Maintenance—Metal Trades" shall be deemed to be increased or decreased as the case may be to the same extent as that present basic wage may be decreased or increased by the said Commission as aforesaid, so that the total rates prescribed shall remain constant.

METAL TRADES.

(M.T.T.)

Award Nos. 37, 38 and 39 of 1960.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION

No. 775 of 1972.

Between Amalgamated Engineering Union of Workers of Western Australia, and others, Applicants, and Metropolitan (Perth) Passenger Transport Trust, Respondent.

HAVING heard Mr. J. Mutton on behalf of the applicants and Mr. J. Walker on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Metal Trades (M.T.T.) Award Nod. 37, 38 and 39 of 1960, as amended, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 28th day of July, 1972.

[L.S.] (Sgd.) E. R. KELLY,
Commissioner.

Schedule.

Clause 27—Rates of Wages: Delete existing subclauses (a) and (f) and insert in lieu:

27.—Rates of Wages.

		$
(a)	Basic Wage—Males (per week)	40.45

(f) If, during the currency of this award, the Western Australian Industrial Commission should prescribe a basic wage generally, or in any district, differing in amount from that now prescribed of $40.45, then the margins herein prescribed shall be deemed to be increased or decreased as the case may be to the same extent as that present basic wage may be decreased or increased by the said Commission as aforesaid, so that the total rates provided shall remain constant.

MENTAL HEALTH REHABILITATION ASSISTANTS.

Award No. 36 of 1965.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 887 of 1972.

Between West Australian Psychiatric Nurses' Association (Union of Workers), Applicant, and the Hon. Minister for Health, respondent.

HAVING heard Mr. H. R. Quin on behalf of the applicant and Mr. R. G. Cooper on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Mental Health Rehabilitation Assistants Award No. 36 of 1965, as amended, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 10th day of August, 1972.

(Sgd.) J. R. FLANAGAN,
[L.S.] Commissioner.

Schedule.

1. Clause 2.—Arrangement: Add after the number and title "20. Rates of Pay" the number and title "20A Female Workers."

2. Clause 10.—Sick Leave: Delete subclauses (5) and (6) and renumber existing subclauses numbered (7), (8), (9) and (10) as (5), (6), (7) and (8) respectively.

3. Clause 19.—Part Time Workers: Delete subclause (1) and insert in lieu thereof:—

(1) Notwithstanding anything contained in this award workers may be regularly employed to work less hours per week than are prescribed in clause 5 hereof, and such workers shall be remunerated at a weekly rate *pro rata* to the rate prescribed for the class of work on which they are engaged in the proportion which their hours of work bear to the hours fixed by clause 5 hereof for their class of work.

Provided that any worker whose hours of work are less than twenty per week shall, in lieu of public holidays, annual leave and paid sick leave, be paid fifteen per cent. in addition.

4. Clause 20.—Rates of Pay: Delete this clause and insert in lieu thereof:—

20.—Rates of Pay.

		$
(1)	Basic Wage (per week)	
	Males	40.45
	Females	32.40
(2)	Classifications and margins over basic wage per week:	
	Workshop Supervisor—	
	1st year	47.40
	Thereafter	50.65
	Deputy Supervisor—	
	1st year	38.45
	Thereafter	40.55
	Rehabilitation Assistant—	
	1st year	29.80
	2nd year	32.85
	Thereafter	36.05

5. Add after clause 20.—Rates of Pay the following new clause 20A—Female Workers:—

20A.—Female Workers.

Notwithstanding the provisions contained elsewhere herein an adult female worker employed in any of the classifications set out in subclause (2) of clause 20 shall be paid the total male wage prescribed for that classification provided that such payment shall be in accordance with the policy and conditions applying to adult females employed by the Government who are performing work of the same or of a like nature and of equal value to that of males.

MUNICIPAL EMPLOYEES.

(Outside Workers—Metropolitan.)

Award No. 1 of 1948.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 698 of 1972.

Between Western Australian Municipal, Road Boards, Parks and Race Course Employees' Union of Workers, Perth, Applicant, and The City of Perth and Others, Respondents.

HAVING heard Mr. G. H. Dench on behalf of the applicant and Mr. G. R. Gillies on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me do hereby order and declare—

That the Municipal Employees (Outside Workers—Metropolitan) Award No. 1 of 1948, as amended and consolidated, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from and including the 9th day of August, 1972.

Dated at Perth this 7th day of August, 1972.

(Sgd.) D. CORT,
[L.S.] Commissioner.

Schedule.

Clause 10—Meal Times: Add the following new subclause:—

(3) A morning tea break of seven and a half minutes duration on each day to be counted as time worked, shall be allowed to workers other than shift workers without deduction of pay. The employer shall fix the time for the commencement of the tea break but as far as possible shall meet the wishes of the workers.

POLICE.

Award No. 2 of 1966.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

Nos. 634 and 649 of 1972.

Between Western Australian Police Union of Workers, Applicant, and The Hon. Minister for Police, Respondent.

HAVING heard Mr. I. J. Fraser on behalf of the applicant and Mr. G. A. Johnson on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Police Award No. 2 of 1966, as amended, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 9th day of August, 1972.

(Sgd.) E. R. KELLY,
[L.S.] Commissioner.

Schedule.

1. Clause 6.—Salaries: Delete this clause and insert in lieu:—

Clause 6.—Salaries.

(1) The rates payable in respect of the ordinary hours of duty shall be as prescribed hereunder. The rates prescribed for Commissioned Officers include allowances for duties performed beyond eighty hours per fortnight and for work performed on public holidays and at weekends.

	$
(a) Basic Wage $40.45	2,110
(b) Margins per annum over Basic Wage:	
(i) Commissioned Officers:	
Chief Superintendent	10,074
Superintendent	8,814
Senior Inspector	7,974
Inspector	7,449
(ii) Uniformed and Detective Sergeants:	
1st Class	5,349
2nd Class	4 824
3rd Class	4,299
(iii) Other Ranks:	
Senior Constable	3,774
Constable 1st Class	3,039
5th year of service and thereafter	2,564
4th year of service	2,407
3rd year of service	2,249
2nd year of service	2,144
1st year of service	2,039

(2) (a) For the purpose of ascertaining the rate per fortnight the total annual salary shall be multiplied by 12 and divided by 313.

(b) For the purpose of ascertaining the rate per day the rate per fortnight shall be divided by 10.

2. Clause 11.—Relieving Allowances: Delete this clause and insert in lieu:—

Clause 11.—Relieving Allowances.

Intra-State.

(1) A married or single officer who is required to take up duty away from his usual headquarters to relieve another officer or to perform special duty, and necessarily resides temporarily away from his usual place of residence shall, except where otherwise provided, be reimbursed reasonable accommodation, meal and incidental expenses on the following basis:—

(a) Where the officer resides temporarily at a place where hotel or motel accommodation is utilised, he shall be reimbursed at the rates prescribed by Item 1 or 4, as the case may require, up to a maximum period of twenty-eight days after arrival at the new locality.

(b) If the period of relief or special duty exceeds twenty-eight days, a married officer shall be reimbursed at the rates prescribed by Item 2 or 5 and a single officer shall be reimbursed at the rates prescribed by Item 3 or 6 as the case may require for the period of relief or special duty in excess of twenty-eight days. Provided that the period of reimbursement under this paragraph shall not exceed sixty-three days without the approval of the Commissioner.

(c) Where the officer:

(i) is supplied with accommodation and meals free of charge, or

(ii) is accommodated and supplied with meals at a Government institution, hostel or similar establishment,

he shall be paid at the rate prescribed by Item 7 to cover incidental expenses.

(2) Where the officer has accommodation and meals other than as set out in subclause (1) of this clause, he shall be reimbursed in accordance with Item 8.

(3) If an Officer, whose normal duties do not involve camp accommodation, is required to relieve or perform special duty resulting in a stay at a camp, he shall be paid camp allowance for the duration of the period spent in camp, and in addition shall be paid a lump sum of $30 to cover incidental personal expenses: Provided that an officer shall receive no more than one lump sum grant of $30 in any one period of three years.

(4) When an officer, who is required to relieve or perform special duties in accordance with subclause (1), is authorised by the Commissioner to travel to the new locality in his own motor vehicle he shall be reimbursed for the return journey as follows:—

(a) Where the officer will be required to maintain a motor vehicle for the performance of the relieving or special

duties, reimbursement shall be in accordance with the appropriate rate of hire as prescribed by clause 13—Mileage Allowance of this Award.

(b) Where the officer will not be required to maintain a motor vehicle for the performance of the relieving or special duties, reimbursement shall be on the basis of one half of the appropriate rate of hire as prescribed by Clause 13—Mileage Allowance of this Award.

Provided that the maximum amount of reimbursement under paragraph (b) of this subclause shall not exceed the cost of the first-class fare by public conveyance which otherwise would be utilised for such return journey.

Inter-State.

(5) A married or single officer who is required to perform special duty outside the limits of the State but within the Commonwealth, shall, except where otherwise provided, be reimbursed reasonable accommodation, meal and incidental expenses on the following basis:—

(a) Where the officer resides temporarily at a place where hotel or motel accommodation is utilised, he shall be reimbursed at the rates prescribed by Item 9, up to a maximum period of twenty-eight days after arrival at the new locality.

(b) If the period of special duty exceeds twenty-eight days, a married officer shall be reimbursed at the rates prescribed by Item 10 and a single officer shall be reimbursed at the rates prescribed by Item 11, for the period of special duty in excess of twenty-eight days. Provided that the period of reimbursement under this paragraph shall not exceed sixty-three days without the approval of the Commissioner.

(c) Where the Officer:

(i) is supplied with accommodation and meals free of charge, or

(ii) is accommodated and supplied with meals at a Government institution, hostel or similar establishment,

he shall be paid at the rate prescribed by Item 12 to cover incidental expenses.

(6) Where the officer has accommodation and meals other than as set out in subclause (1) of this clause he shall be reimbursed in accordance with Item 13.

General.

(7) The rate applicable to a married officer under subclause (1) (b) and (5) (b) shall be paid to a single officer if the Commissioner is satisfied that the officer has to maintain a home and support dependent relatives therein, in a locality other than that to which he has been sent. A certificate to this effect must be furnished by a single officer claiming the higher rate.

(8) Where it can be shown by the production of receipts or other evidence that an allowance payable under this clause would be insufficient to meet reasonable additional costs incurred, an appropriate rate of reimbursement shall be determined by the Commissioner.

(9) The provisions of clause 10 shall not operate concurrently with the provisions of this clause so as to permit an officer to be paid allowances in respect of both travelling and relieving expenses for the one and the same period.

(10) An officer who is directed to relieve another officer or to perform special duty away from his usual headquarters and is not required to reside temporarily away from his usual place of residence shall, if he is not in receipt of a higher duties or special allowance for such work, be reimbursed the amount of additional fares paid by him in travelling by public transport to and from his place of temporary duty. Provided that reimbursement shall not exceed fifty cents per day without the approval of the Commissioner.

Schedule.

RELIEVING ALLOWANCES.

Particulars	Rate per day $	Item
Intra-State		
First twenty-eight days after arrival at new locality	11.35	1
Period of relief in excess of twenty-eight days	—	
(a) Married Officer	5.70	2
(b) Single Officer	3.80	3

Relief in locality north of 26° south latitude including Shark Bay:—

Town	Item 4 First 28 days after arrival at new locality	Item 5 Period of relief in excess of 28 days	Item 6 Period of relief in excess of 28 days	Item 4–6
		Married Officer	Single Officer	
	$	$	$	
Broome	17.80	8.90	5.80	
Carnarvon	15.50	7.75	5.16	
Dampier	20.50	10.25	6.83	
Derby	16.85	8.42	5.61	
Exmouth	17.50	8.75	5.83	
Fitzroy Crossing	16.00	8.00	5.33	
Gascoyne Junction	11.00	5.50	3.67	
Halls Creek	15.00	7.50	5.00	
Kununurra	16.50	8.25	5.50	
Marble Bar	14.75	7.37	4.91	
Newman	19.65	9.82	6.55	
Nullagine	16.00	8.00	5.33	
Onslow	14.00	7.00	4.66	
Port Hedland	18.00	9.00	6.00	
Roebourne	16.50	8.25	5.50	
Shark Bay	14.50	7.25	4.83	
Tom Price	20.60	10.30	6.86	
Wittenoom	16.00	8.00	5.33	
Wyndham	17.00	8.50	5.66	

Particulars	Rate per day $	Item
Allowance to meet incidental expenses	1.00	7
Allowance payable in accordance with subclause (2)	5.00	8
Inter-State		
First twenty-eight days after arrival at new locality:—		
Capital City	16.00	9
Other	11.50	
Period of relief in excess of twenty-eight days:—		
(a) Married Officer—		
Capital City	8.00	10
Other	5.75	
(b) Single Officer—		
Capital City	5.33	11
Other	3.83	
Allowance to meet incidental expenses	1.00	12
Allowance payable in accordance with subclause (6)	6.50	13

The allowances provided in this schedule shall be automatically varied to conform to those prescribed from time to time for the State Public Service.

3. Clause 14.—Additional Allowances: Delete this clause and insert in lieu:—

Clause 14.—Additional Allowances.

(1) Subject to the provisions of Clause 7 of this Award there shall be paid to an employee while occupying a position or performing any of the duties specified in Column 1 hereunder the appropriate annual allowance prescribed in Column 2.

Column 1. Nature of Duties.	Column 2 $
Officer-in-Charge, Criminal Investigation Branch	225
Officer-in-Charge, Traffic Branch	225
Officer-in-Charge, Liquor and Firearms Branches	225
Officer-in-Charge, Metropolitan Area	225
Officer-in-Charge, Fremantle District	225
Officer-in-Charge, Prosecuting Branch	225
Assistant Prosecuting Officer, when appointed as such	140
Officer-in-Charge, Wireless Branch being the holder of at least a Second Class Operator's Certificate of Proficiency (inclusive of any other Special Duties Allowance)	292
Senior Technical Officer, Traffic Branch	292
Master Engineer Police Launch (when qualified)	292
Playing Members Police Pipe Band ..	52
Officer-in-Charge of a station required to occupy departmental quarters attached or adjacent thereto	140
Detectives, including Probationary Detectives	207
Members of the Gold Stealing Detection Staff who are not detectives	207
Wireless Operators, upon appointment	50
Wireless Operators, if in possession of at least a Second Class Commercial Operator's Certificate of Proficiency	122
Officer-in-Charge, Fingerprint Section if below the rank of Inspector	292
Fingerprints—after five years experience and upon being classed as having attained expert status ..	112
Traffic Police—	
Regularly employed on road patrol duties (including Driver Training School Instructors)	112
Regularly employed on outside Accident Inquiry duties	112
Photography, after five years	112
Breathalyser Operator	122
Members appointed to the Public Relations Section	207

(2) Commissioned Officers in the Liquor Branch and Sergeants and Constables performing police inquiry duties in plain clothes shall be paid an allowance of two hundred and seven dollars per annum. Provided that this allowance shall not be payable:—

(a) unless such duties are performed for a period exceeding ten consecutive working days, or

(b) to members of the Force temporarily performing in plain clothes ordinary patrol duties of the same nature as are carried out by uniform constables on beat duty, on wireless patrol or as motor drivers, or

(c) to members of the Inquiry Staff attached to the District Officer or Central Station, Perth.

(3) When an employee is not provided with quartiers he shall if he is a commissioned officer, be paid one hundred and twenty dollars per annum and, if he is a non-commissioned officer or constable one hundred and ten dollars per annum in lieu of quarters.

(4) Commissioned Officers shall receive a uniform and boot allowance of one hundred and sixty dollars per annum.

(5) Every member of the Force detailed to carry out duties in his civilian clothes for a period of ten consecutive working days or more in any one calendar year shall be paid a clothing allowance at the rate of one hundred and sixty dollars per annum.

(6) Members of the uniform police shall be paid a boot allowance of twenty dollars per annum.

4. Clause 20.—Extra Payment for Weekend and Other Duty: Delete this clause and insert in lieu:—

Clause 20.—Extra Payment for Weekend and Other Duty.

For shift work and for work performed between midnight Friday and midnight Sunday and on publis holidays, employees other than commissioned offices shall be paid the following allowances:—

	Per Annum $
Sergeants—	
1st Class	620
2nd Class	577
3rd Class	532

Constables (including uniform and plain clothes police and detectives)—	$
Senior Constable	488
Constable 1st Class	426
5th year of service and thereafter	382
4th year of service	367
3rd year of service	355
2nd year of service	346
1st year of service	337

PRINTING.

(Country.)

Award No. 9 of 1969.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 840 of 1972.

Between Printing and Kindred Industries Union, Western Australian Branch, Industrial Union of Workers, Applicant, and Albany Advertiser (1932) Ltd. and others, Respondents.

HAVING heard Mr. J. Williams on behalf of the applicant and Mr. A. Sorensen on behalf of the respondents, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Printing (Country) Award No. 9 of 1969, be and the same is hereby amended in accordance with the following schedule.

Dated at Perth this 28th day of July, 1972.

(Sgd.) E. R. KELLY,
[L.S.] Commissioner.

Schedule.

Clause 11.—Rate of Wages: Delete this clause and insert in lieu:

11.—Rates of Wages.

The minimum weekly rate of wages payable to workers shall be as follows:—

(1) Adult Males:

Classification—	Total Wage: $
(a) Machine Compositor	73.30
(b) Proof Reader and Reviser	69.10
(c) Proof Reader's Assistant	51.50
(d) Hand Compositor	67.90
(e) Letterpress Machinist	67.90
(f) Guillotine Operator	67.90
(g) Lithographic Machinist	67.90
(h) Camera Operator and Platemaker	69.90
(i) Small Offset Machinist	67.90
(j) Bookbinder	67.90
(k) Artist/Designer	69.90
(l) Storeman	54.80
(m) Male worker not otherwise specified	51.50

(2) Adule Females:

(a) Female worker in connection with bookbinding, systems work, copy holder, numberer or feeder of any kind of machine other than small offset machine	41.00
(b) Small Offset Lithographic Printing Machinist	58.90

(3) Male Juniors not being apprentices—The minimum weekly wage payable to a male junior, not being an apprentice, shall be:—

Under 16 years of age	15.40
Between 16 and 17 years of age	20.50
Between 17 and 18 years of age	25.65
Between 18 and 19 years of age	30.80
Between 19 and 20 years of age	38.50
Between 20 and 21 years of age	46.15

(4) Apprentices—The minimum weekly wage payable to an apprentice shall be the following percentage of the Hand Compositor's weekly wage prescribed by this award:—

	%
(a) Apprentices indentured for 5 years—	
First year	37½
Second year	47½
Third year	60
Fourth year	72½
Fifth year	87½
(b) Apprentices indentured for 4 years—	
First year	47½
Second year	60
Third year	72½
Fourth year	87½

(5) Female Juniors—The minimum weekly wage payable to a female junior shall be:—

Under 17 years	16.30
Between 17 and 18 years	20.35
Between 18 and 19 years	24.40
Between 19 and 20 years	28.50
Between 20 and 21 years	36.65

(6) Junior Artists and Designers—

Under 17 years	26.20
Between 17 and 18 years	33.20
Between 18 and 19 years	41.95
Between 19 and 20 years	50.70
Between 20 and 21 years	61.15

(7) Where a female is employed to any work specifically named or described or of the class mentioned in subclause (1) of this clause other than classification (i) she shall be paid the male rate.

PRINTING.

(Newspapers.)

Award No. 1 of 1963.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 841 of 1972.

Between Printing and Kindred Industries Union, Western Australian Branch, Industrial Union of Workers, Applicant, and West Australian Newspapers Ltd. and Western Press Ltd., Respondents.

HAVING heard Mr. J. Williams on behalf of the applicant and Mr. G. Dunstan on behalf of the respondents, and by consent, I, the undersigned,

Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Printing (Newspapers) Award No. 1 of 1963, as amended, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 28th day of July, 1972.

[L.S.] (Sgd.) E. R. KELLY, Commissioner.

SCHEDULE.

1. Clause 8—Wages of Time Workers: Delete this clause and insert in lieu:

8.—Wages of Time Workers.

The minimum weekly rates of wages shall be—

	$
Basic Wage: Metropolitan Area	40.45
	Margin $
Composing Room:	
Machine Compositor	59.80
Hand Compositor	52.65
Mechanic	52.65

Hand compositors working part time on display machines shall be paid the machine compositor's rate, this provision to apply only when regularly employed for more than two (2) hours per shift on the machine.

If employed for four (4) hours or more, the machine compositor's rate shall be paid for the full shift.

Reading room:	
Reader	52.65
Assistant Reader	35.15

(a) One cadet reader's assistant may be employed for every four (4) or part of four (4) readers permanently employed and shall be regarded in all matters applicable as a registered apprentice.

(b) The rates of pay for cadets shall be the following percentage of reader's weekly wage:—

	Per Week %
16 to 17 years	37½
17 to 18 years	50
18 to 19 years	57½
19 to 20 years	75
20 to 21 years	82½

(c) No cadet shall be engaged to exclusion of a permanent reader's assistant.

	Margin $
Stereotyping Room:	
Stereotyper	52.65
Machine Room:	
Rotary Machinist	52.65
Brake Hand	37.10
Letterpress Machinist	52.65

The head machinist shall have the right temporarily to change his men from one position to another as often as he thinks fit without any change in the pay. Provided that such change (or changes) do not exceed two (2) hours in any one shift.

	$
Publishing Room:	
Publishing Hand	32.80
Photo Engraving Room:	
Operator or half-tone etcher	59.10
Line etcher, proofer, mounter, printer	59.10
Photo-litho Offset:	
Operator or printer	59.10
All other Workers:	
General Hand	31.45

The proportion of general hands to other workers in sections other than the machine room and stereotyping room shall not exceed one (1) to four (4) and in the machine room and stereotyping room shall not exceed two (2) to three (3).

Apprentices—The minimum weekly wage payable to an apprentice shall be the following percentage of the hand compositor's weekly wage:—

	%
During the first six months	33⅓
During the second six months	37½
During the third six months	40
During the fourth six months	50
During the fifth six months	52½
During the sixth six months	60
During the seventh six months	72½
During the eighth six months	77½
During the ninth six months	82½
During the tenth six months	87½

Night Work.

The loading on the ordinary rates of pay for night work shall be nine dollars forty cents ($9.40) per week.

General.

Where a General Hand has not had twelve (12) months' continuous experience in the work in which he is engaged he shall be paid fifty cents (50c) per week less than the rate set out above.

Computation of Time Off.

For the purpose of computing time where it is necessary to deduct time taken at own expense or to assess payment for a day's work, or broken week through sickness or other causes only, the rate shall be the normal regular working hours of the shift or shifts at the hourly rate for the particular shift or shifts of the section in which the worker is employed.

2. Clause 30. Apprentices: Delete subclause (e) of this clause and insert in lieu:

(e) An apprentice shall be allowed to work at night on reaching the age of eighteen (18) years. If so employed at night the apprentice shall be paid one dollar and fifty-seven cents ($1.57) per shift extra in addition to his wages in Clause 8; provided that any apprentice over eighteen (18) years of age employed on weekly newspapers may work without extra pay on the night the paper is printed.

RAILWAY EMPLOYEES.

Award No. 18 of 1969.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION

No. 890 of 1972.

Between West Australian Amalgamated Society of Railway Employees Union of Workers, Applicant, and West Australian Government Railways Commission, Respondent.

HAVING heard Mr. J. E. Hanley on behalf of the applicant and Mr. R. W. Thorpe on behalf of the respondent, and by consent, I, the undersigned, Chief Industrial Commissioner of The Western Australian Industrial Commission, in pursuance of the powers contained in section 92 of the Industrial Arbitration Act, 1912-1971, and all other powers therein enabling me, do hereby order and declare—

That the Railways Employees Award No. 18 of 1969, as amended, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 4th day of August, 1972.

[L.S.] (Sgd.) B. M. O'SULLIVAN, Commissioner.

Schedule.

Clause 38.—Shift and/or Night Work: Delete this clause and insert in lieu:—

38.—Shift and/or Night Work.

(1) Transportation Grades. Workers in transportation grades and others named herein shall be paid night work allowance for ordinary paid time on duty between the hours of midnight and 6.00 a.m and between 6.00 p.m. and midnight Mondays to Fridays inclusive as indicated.

	Cents per hour
(a) Adult males, females and junior males in receipt of an adult male wage rate	36
(b) Junior males	18
(c) (i) Females	18

(ii) The foregoing provisions shall not apply to females whose ordinary hours of duty are less than 40 hours per week.

(d) Provided that a payment of a minimum allowance of three hours shall be made to any worker for each shift on which payment is due under this clause excepting shifts where any time worked is subject to Saturday, Sunday or overtime penalty provided in this award.

Provided that an employee who commences work before 6.00 a.m. shall not be denied such minimum payment merely because he works overtime at the end of his shift.

(2) Workshops employees (excluding watchmen) (Covers Midland Workshops, Stores Branch, Civil Engineering Branch and Tradesmen and Assistants in other Branches):—

(a) The employer may, if he so desires, work any part of his establishment on shifts, but before doing so shall give notice of his intention to the Union.

(b) Work other than day shift shall not be recognised as afternoon or night shift unless in either case five consecutive afternoons or nights are worked, but shall be deemed to be overtime; on completion of the fifth consecutive afternoon or night's work the worker shall be deemed to have been employed on afternoon or night shift as the case may be, during the preceding four afternoons or nights, and thereafter during any subsequent consecutive afternoon or nights he is so employed. The sequence of shift work shall not be deemed to be broken under this paragraph by reason of the fact that the works are closed on a Saturday, Sunday or on any public holiday.

(c) Overtime on afternoon or night shift shall be calculated on the basis of the rate paid for afternoon or night shift respectively, provided that in no circumstances shall the maximum payment exceed double time.

(d) All shifts except the day shift shall be paid for at the rate of time and a quarter. For the purpose of this subclause "day shift" shall be construed to mean the ordinary working shift ending at or before 6 p.m. Mondays to Fridays and 1 p.m. on Saturdays.

(3) Others:

(a) Workers other than those provided for in subclause (1) and (2) hereof shall be paid for ordinary paid time on duty on any afternoon or night shift from 12.1 a.m. Monday to midnight Friday at the rates of 28 cents per hour for adult males and 14 cents per hour for junior males, more than ordinary rates.

(b) "Afternoon shift" means any shift on which ordinary time finishes after 6.00 p.m. and at or before midnight.

(c) "Night shift" means any shift on which ordinary time finishes subsequent to midnight and at or before 8.00 a.m.

(4) "Ordinary paid time on duty" (in respect to (1) and (3) thereof) does not include Saturday or Sunday time or overtime, or time on any day which is payable in the terms of this award in excess of single rate.

(5) In calculating night or shift work allowances as provided in (1) and (3) hereof, broken parts of an hour less than thirty minutes on any shift shall be disregarded, and thirty minutes to fifty-nine minutes paid for as one hour.

SHEET METAL WORKERS.

Award No. 7 of 1952.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 722 of 1972.

Between the West Australian Plumbers and Sheet Metal Workers' Industrial Union of Workers, Applicant, and F. Instone & Co. and others, Respondents.

HAVING heard Mr. S. J. Mutton on behalf of the applicant, and Mr. C. B. Parks on behalf of the respondents, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial

Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Sheet Metal Workers Award No. 7 of 1952, as amended and consolidated, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 26th day of July, 1972.

[L.S.] (Sgd.) B. J. COLLIER,
Commissioner.

Schedule.

Clause 6.—Wages: Delete subclauses (1) and (7) and insert in lieu:

(1) Basic Wage (per week):	$
Adult Males	40.45
Adult Females	32.40

(7) If during the currency of this award, the Western Australian Industrial Commission should prescribe a basic wage generally, or in any district, differing in amount from that now prescribed of $40.45 per week for adult male workers then the margins herein prescribed for adult males shall be deemed to be increased or decreased as the case may be to the same extent as that present basic wage may be decreased or increased by the said Commission as aforesaid, so that the total rates prescribed shall remain constant.

SHEET METAL WORKERS.

Award No. 7 of 1952.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 1270 of 1971.

Between the West Australian Plumbers and Sheet Metal Workers' Industrial Union of Workers, Applicant, and F. Instone & Co. and others, Respondents.

HAVING heard Mr. S. J. Mutton on behalf of the applicant and Mr. C. B. Parks on behalf of the respondents, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Sheet Metal Workers' Award No. 7 of 1952, as amended and consolidated, be and the same is hereby further amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 11th day of August, 1972.

(Sgd.) B. J. COLLIER,
[L.S.] Commissioner.

Schedule.

1. Clause 3.—Definitions: Add after subclause (10) the following new subclauses—

(11) "First Class Painter (Sheetmetal)" means a skilled worker who tints, mixes and applies to manufactured products and components, prime and finish coats of all types of paint and chemical coating preparations to specification by means of spray, brush or other method of application.

(12) "Painter (Sheetmetal)" means a worker who applies to manufactured products and components one coat of chemical coating preparation to specification by spray, brush or other method of application.

2. Clause 6.—Wages: Delete paragraph (d) of subclause (2) and insert in lieu:—

	Adult Males $	Adult Females $
(d) Painting Section		
1st class painter (sheetmetal)	27.45	
Painter (on both prime and finish coats)		9.55
Painter (sheetmetal)	11.05	8.30

3. Clause 12.—Apprentices: Delete subclause (2) and insert in lieu:—

(2) Apprentices may be taken to sheetmetal working (1st class) metal spinning (1st class), first class welding and first class painting (sheetmetal).

STEVEDORING.

(A.W.U.)

Award No. 19 of 1968.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 856 of 1972.

Between Australian Workers' Union, Westralian Branch, Industrial Union of Workers, Applicant, and Hon. Minister Controlling the Harbour and Light Department, Respondent.

HAVING heard Mr. H. Barry on behalf of the applicant and Mr. J. Carrigg on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Stevedoring (A.W.U.) Award No. 19 of 1968, as amended, be and the same is hereby further amended, in accordance with the following schedule.

Dated at Perth this 1st day of August, 1972.

(Sgd.) D. CORT,
[L.S.] Commissioner.

Schedule.

Clause 7—Wages: Delete this clause and insert in lieu:

7.—Wages.

(1) Basic Wage: $40.45 per week to be calculated on an hourly basis.

(2) (a) Margins: There shall be added to the hourly rate of wage as arrived at by dividing the basic wage by thirty, such an amount or amounts as shall make the ordinary hourly rate payable at the various ports equal to the following:—

	Per hour $
Carnarvon	2.29.14
Onslow	2.34.14
Point Samson	2.34.14
Port Hedland	2.34.14
Broome	2.34.14
Derby	2.34.14
Wyndham	2.35.81

(b) A worker employed as a driver of a shore based mechanical crane, Mobile crane, or fork lift, shall, while so employed, be paid 12.72 cents per hour in addition to the hourly rate prescribed by paragraph (a) hereof.

(3) A district allowance at the following rates: Carnarvon $1.50; Onslow, Point Samson, Port Hedland, Broome and Derby $3.00; Wyndham $3.50, calculated on an hourly rate using a divisor of thirty shall be paid as an additional flat rate loading during all time of duty. Provided that the additional flat rate loading prescribed in this subclause shall not be subject to multiplication in the calculation of penalty rates.

STOREMAN.

(Government.)

Award No. 20 of 1969.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 855 of 1972.

Between the West Australian Shop Assistants and Warehouse Employees' Industrial Union of Workers, Perth, Applicant, and Treasurer of the State of Western Australia, the Minister for Works and others, Respondents.

HAVING heard Mr. R. E. Archer on behalf of the applicant, Mr. J. Tinson on behalf of the Fremantle Port Authority and Mr. C. F. Westcott on behalf of the other respondents, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Storemen (Government) Award No. 20 of 1969, as amended, be and the same is hereby further amended in accordance with the following schedule.

Dated at Perth this 1st day of August, 1972.

(Sgd.) J. R. FLANAGAN,
[L.S.] Commissioner.

Schedule.

1. Clause 8.—Overtime: Delete subclause (2) of this clause and insert in lieu:—

(2) Work on Saturday after 12 noon and on Sunday shall be paid for at the rate of double time.

2. Clause 10.—Public Holidays: Delete subclauses (1) and (2) of this clause and insert in lieu:—

(1) (a) The following days or the days observed in lieu shall, subject as hereinafter provided, be allowed as holidays, without deduction of pay, namely: New Year's Day; Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Foundation Day, Sovereign's Birthday, Christmas Day and Boxing Day. Provided that another day may be taken as a holiday by arrangement between the parties in lieu of any of the days named in the subclause.

(b) When any of the days mentioned in paragraph (a) hereof falls on a Saturday or a Sunday the holiday shall be observed on the next succeeding Monday and when Boxing Day falls on a Sunday or a Monday the holiday shall be observed on the next succeeding Tuesday. In each case the substituted day shall be a holiday, without deduction of pay and the day for which it is substituted shall not be a holiday.

(2) (a) Whenever any holiday falls on a worker's ordinary working day and the worker is not required to work on such day he shall be paid for the ordinary hours he would have worked on such day if it had not been a holiday.

(b) If any worker is required to work on a holiday he shall be paid for the time worked at the rate of double time and a half. Provided that in lieu of the foregoing provisions of this paragraph and subject to agreement between the employer and the worker, work done on any day prescribed as a holiday under this award shall be paid for at the rate of time and a half and the worker shall, in addition be allowed a day's leave with pay to be added to his annual leave or to be taken at some subsequent date if the worker so agrees.

(c) Payment for holidays shall be in accordance with the usual hours of work.

AGREEMENTS—INDUSTRIAL—

Amendment or Variation of—

GAS WORKERS.

(S.E.C.)

Agreement No. 37 of 1971.

INDUSTRIAL AGREEMENT.

No. 16 of 1972.

(Registered 4th August, 1972.)

THIS agreement made in pursuance of the Industrial Arbitration Act, 1912-1971 on this 4th day of August, 1972 between the Commissioners of the State Electricity Commission of Western Australia (hereinafter referred to as the "Commission") of the one part and the West Australian Gas Works Industrial Union of Workers of the other part (hereinafter referred to as the "Union") whereby it is mutually agreed by and between the parties as follows:—

Whereas the parties hereto being the parties to an Industrial Agreement on the 13th day of December, 1971 and numbered 37 of 1971 do mutually

agree that the Industrial Agreement shall be and the same is hereby varied in the following manner, that is to say—

Clause 23—Wages Schedule: Delete this clause and insert in lieu thereof—

23.—Wages Schedule.

(1) Basic Wage (adult males per week)—$40.45

(2) Classification, margin, special payment above basic wage per week:

	Margin	Special Payment
	$	$
Appliance Tester	14.80	11.00
Catalytic Reforming Plant Operator	19.05	11.00
Gas Fitter—		
Class 1	27.25	14.00
Class 2	23.55	12.00
Class 3	7.90	11.00
Gas Meter Tester	22.55	11.00
Gas Meter Repairer—		
First 12 months	19.05	11.00
Thereafter	21.85	11.00
Gas Meter Preparer	11.20	11.00
Holder Attendant (Victoria Park Distbn.)	9.40	11.00
Holder Attendant (Gas Works)	7.90	11.00
Labourer—		
(i) on mains, coke and handling oxide	5.30	11.00
(ii) wrecking meters	7.25	11.00
Man filling and emptying purifiers	9.50	11.00
Mainlayer	14.80	11.00
Mainlayer's Assistant	7.25	11.00
Maintenance Man	16.05	11.00
Meter Connection maker	10.05	11.00
Meter Opener (including cleaning, checking, painting and topping meters)	8.45	11.00
Oiler and Greaser	9.40	11.00
Junior Workers—Male per cent. of Basic Wage—		
of Basic Wage—	%	$
Up to 16 years of age	30	4.00
Between 16 and 17 years of age	40	4.00
Between 17 and 18 years of age	65	5.00
Between 18 and 19 years of age	80	6.00
Between 19 and 20 years of age	95	7.00
Between 20 and 21 years of age	95	8.00

(3) If during the currency of this agreement the Industrial Commission should prescribe a Basic Wage generally, or in any District differing in amount from $40.45 per week, then the margins herein prescribed in (2) shall be deemed to be increased or decreased as the case may be to the same extent as that the present Basic Wage may be decreased or increased by the said Commission as aforesaid so the total rates remain constant.

(4) Minimum Wage:

(a) notwithstanding the provisions of (1) hereof, no adult male worker shall be paid less than fifty one dollars, plus the special payment of $11.00 per week, as ordinary rates of pay in respect of the ordinary hours of work prescribed by this agreement.

(b) where a minimum rate of pay as aforesaid is applicable to workers for work in ordinary hours, the same rate shall be applicable to the calculation of overtime and all other penalty rates, payment during sick leave and annual leave and all other purposes of this agreement.

In witness whereof the parties hereto have hereunto set their hands and seals the day and year first hereinbefore written.

Signed for and on behalf of the State Electricity Commission of Western Australia, in the presence of—

R. A. SMART,

W. J. GILLIES
General Manager.

Signed for and on behalf of the West Australian Gas Works Industrial Union of Workers, in the presence of—

R. M. KENT,
President.

[L.S.]

R. ANDERSON,
Secretary.

SHEET METAL WORKERS.

(State Engineering Works.)

Agreement No. 32 of 1971.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 724 of 1972.

Between the West Australian Plumbers and Sheet Metal Workers' Industrial Union of Workers, Applicant, and Hon. Minister for Works, Respondent.

HAVING heard Mr. S. J. Mutton on behalf of the applicant and Mr. G. W. White on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 42 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Sheet Metal Workers (State Engineering Works) Agreement No. 32 of 1971, be and the same is hereby amended in accordance with the following schedule and that such amendment shall take effect as from the beginning of the first pay period commencing on or after the date hereof.

Dated at Perth this 26th day of July, 1972.

[L.S.] (Sgd.) B. J. COLLIER,
Commissioner.

Schedule.

Clause 20.—Wages: Delete subclauses (1) and (6) and insert in lieu:

	$
(1) Basic Wage (per week)	40.45

(6) If during the currency of this award, the Western Australian Industrial Commission should prescribe a basic wage generally, or in any district, differing in amount from that now prescribed of $40.45 per week then the margins herein prescribed shall be deemed to be increased or decreased as the case may be to the same extent as that present basic wage may be decreased or increased by the said Commission as aforesaid, so that the total rates prescribed shall remain constant.

GOVERNMENT EMPLOYEES

Supplementary Payments Order—

MINISTERIAL CHAUFFEURS' AGREEMENT, 1968.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 579 of 1972.

Between Under Secretary, Premier's Department, Applicant, and Transport Workers' Union of Australia, Industrial Union of Workers, Western Australian Branch, Respondent.

HAVING heard Mr. J. G. Carrigg on behalf of the applicant and Mr. R. Cowles on behalf of the respondent, and by consent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 92 of the said Act, and all other powers therein enabling me, do hereby order and declare—

That the Government Employees Supplementary Payments Order 1970 (Nod. 514, 544, 597, 598 and 599 of 1970), as amended, be and the same is hereby further amended in the manner following:—

1. In paragraph (2) Awards and Agreements of the Schedule delete the following from the list of Agreements: "Ministerial Chauffeurs' Agreement, 1968".

Dated at Perth this 21st day of July, 1972.

(Sgd.) B. J. COLLIER,
Commissioner.

[L.S.]

COMPULSORY CONFERENCES—

Amalgamated Engineering Union of Workers of Western Australia; Electrical Trades Union of Workers of Australia (Western Australian Branch), Perth and the State Electricity Commission of Western Australia.

No. 725 of 1972.

A COMPULSORY conference was held before Mr. Commissioner B. J. Collier at the Western Australian Industrial Commission, 638 Murray Street, West Perth, on the 4th July, 1972 and the 14th August, 1972. The conference was convened at the request of the Amalgamated Engineering Union regarding a dispute concerning supply of suitable protective clothing to workers employed on construction work at Kwinana Power House on the boiler while exposed to the rain, cold and wind.

(Sgd.) B. J. COLLIER,
Commissioner.

Amalgamated Engineering Union of Workers of Western Australia and Others and Vickers Hoskins Pty. Ltd. and Others.

No. 864 of 1972.

A COMPULSORY conference was held before Mr. Commissioner B. J. Collier at the Western Australian Industrial Commission on Wednesday, 26th July, 1972.

Present:

Messrs. Mutton, Marks, Peckham, Lovell, Bastow, Bainbridge, Anderson, Hall, O'Connor and Smith for various unions.

Messrs. Brown, Martin, Bevan, Forward, Holder, Filear and Bradshaw for various employers.

The conference was called by the Commissioner on his own motion and pursuant to the jurisdiction conferred by section 171 of the Industrial Arbitration Act.

The Commissioner explained to those present that he had called the conference because of information in the morning newspaper that approximately 700 men from numerous metal factories had gone on strike over a wage cut of $12.30 per week and lack of negotiations with the respective employers. He sought from those present the factual situation over both the stoppage and the negotiations.

He was informed that an unregistered agreement known as the "Steel Fabrication Agreement" had expired on 6th July, 1972 and discussions had taken place between the parties. *Inter alia*, the employers had suggested a reduction of $12.30 per week in the over-award rate for a tradesman or the alternative of maintaining the present rate on the understanding that any increases in the Metal Trades (General) Award during the next twelve months would be absorbed in the present over-award payment. The Unions had suggested initially that the present rate should be increased but had indicated their preparedness to continue the existing agreement for a further six months without alteration. A stalemate had been reached in the negotiations. On the one hand the employers stood firm that either a reduction would take place or absorption would need to be agreed upon by the Unions and on the other hand the Unions had indicated that under no circumstances would they accept absorption of future increases. The employers had then reduced the over-award payment by $12.30 and as a result the men had gone on strike. A meeting of the strikers had been held on Tuesday, 25th July, 1972 at 3.00 p.m. and a decision taken that a further meeting would be held at 10.00 a.m. on Thursday, 27th July, 1972.

After general discussion, the Commissioner conferred privately and separately with employer and union representatives. When the conference reconvened he drew the attention of the unions to their obligations to refer disputes of this nature to the Commission for adjudication, reminded them of the law in relation to strikes and strongly urged them to take advantage of the law and have the dispute resolved by arbitration. He indicated that he would consider referring the dispute to the Commission in Court Session if he could be given a reasonable assurance that the men would return to work and take no action to abort the reference. He strongly recommended—

(a) that the men resume work immediately after the meeting on Thursday, 27th July, 1972; and

(b) that union officials advise the meeting of his recommendation that they remain at work to allow the dispute to be heard and determined by the Commission in Court Session.

He concluded the conference on the note that he would decide whether to refer the matter to the Commission in Court Session when he became aware of the outcome of meeting arranged for Thursday, 27th July, 1972.

(Sgd.) B. J. COLLIER,
Commissioner.

Amalgamated Engineering Union of Workers of Western Australia and Others and Vickers Hoskins Pty. Ltd. and Others.

No. 864 of 1972.

A FURTHER compulsory conference was held before Mr. Commission B. J. Collier at the Western Australian Industrial Commission on Monday, 31st July, 1972.

Present:

Messrs. J. Mutton and J. Marks for the Amalgamated Engineering Union.

Mr. F. Bastow for the Boilermakers' Society of Australia.

Mr. B. Gilbert for the Electrical Trades Union.

Messrs. R. Anderson and M. Hall for the Australian Society of Engineers.

Mr. B. O'Connor for the Federated Moulders (Metals) Union.

Mr. J. Bainbridge for The Federated Engine Drivers and Firemen's Association.

Messrs. K. Peckham and G. Lavell for the Amalgamated Engineering Union (Shop Stewards).

Messrs. G. Martin and W. Brown for the Employers Federation.

Mr. J. Holder for Evans Deakin Industries Ltd.

Mr. A. Forward for Forwood Down W.A. Pty. Ltd.

Mr. D. Bradshaw for Bradshaw Ltd.

Mr. G. Bevan for Vickers Hoskings Pty. Ltd.

Mr. J. Filear for Metal Industries Association.

The Commissioner advised those present that at the Conference held on the 26th July, 1972 he had indicated that he would await the outcome of the meeting of strikers arranged for 10.00 a.m. on Thursday 27th July before deciding whether to refer the dispute to the Commission in Court Session. From press reports he had learned that the men rejected his recommendation and had decided to meet again at 10.00 a.m. on Monday, 31st July. He asked representatives of the unions to indicate to him the decisions of the meeting held that morning.

Mr. Bastow stated that the men were aware that the compulsory conference was being held that afternoon and had decided to meet again at 10.00 a.m. on Tuesday 1st August to consider a report on the outcome of the compulsory conference.

The Commissioner asked both parties whether there was any possibility of further discussions taking place and was informed by the union representatives that they would be prepared to talk only if—

(a) the employers agreed to continue the existing over-award payments for a period of six months, or

(b) at least give some indication that discussions were available on that point.

Mr. Brown for the Employers stated that they had nothing further to add to the proposition which had been made earlier to the unions and in such circumstances no good purpose would be served by continuing discussions.

The Commissioner asked the union representatives whether the strike was taking place with the concurrence of the unions and was advised by Mr. Bastow that this was so.

The Commissioner asked whether a reference to the Commission in Court Session was likely to be aborted by strike action and was advised also that this was most likely.

The Commissioner indicated to the parties that he was not prepared to refer the dispute to the Commission in Court Session in the knowledge that it would be a fruitless exercise and urged the parties to discuss the dispute further in a spirit of compromise.

Further discussion revealed that there was no possibility of further negotiations at this stage and the Commissioner advised the parties that he would proceed to hear Application No. 782 of 1972 at 2.15 p.m. on Tuesday 1st August, 1972.

During the conference the attention of the unions was drawn to the provisions of the Industrial Arbitration Act concerning strikes and the Commissioner urged the union representatives to strongly recommend a return to work.

The conference concluded.

(Sgd.) B. J. COLLIER,
Commissioner.

Mt. Newman Mining Company Proprietary Limited and The Federated Engine Drivers and Firemen's Union of Workers of Western Australia.

No. 902 of 1972.

A COMPULSORY conference was held before Mr. Commissioner E. R. Kelly at the Western Australian Industrial Commission, 638 Murray Street, West Perth, on the 8th August, 1972.

The conference was convened at the request of Mt. Newman Mining Company Proprietary Limited to deal with the imposition of limitations on working by members of the union at the company's Pt. Hedland operation.

Hamersley Iron Proprietary Limited and The Federated Engine Drivers and Firemen's Union of Workers of Western Australia.

No. 716 of 1972.

A COMPULSORY conference was held before Mr. Commissioner E. R. Kelly at the Western Australian Industrial Commission, 638 Murray Street, West Perth, on the 29th June, 1972.

The conference was convened at the request of Hamersley Iron Proprietary Limited, to deal with a dispute over certain work to be performed by members of The Federated Engine Drivers and Firemen's Union of Workers of Western Australia to the exclusion of other unionists.

BOARDS OF REFERENCE—
Decisions of—

PRINTING.

(Country.)

Award No. 9 of 1969.

(Concerning the employment of an apprentice in excess of the ratio prescribed.)

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

In the matter of the Printing (Country) Award No. 9 of 1969, and in the matter of a Board of Reference thereunder.

Before Mr. Commissioner E. R. Kelly, Chairman; Mr. A. C. Sorenson, Employer's Representative; and Mr. G. Plummer, Union's Representative.

Decision.

1. In this matter The Printing and Allied Trades Employers' Association has applied to the Board of Reference appointed under clause 49 of the Printing (Country) Award No. 9 of 1969, to determine a dispute between "The Great Southern Herald" and the Printing and Kindred Industries Union, Western Australian Branch, Industrial Union of Workers, as to the employment of Allen Douglas Levitzke as an apprentice to hand and machine composing in excess of the ratio prescribed in clause 34 (12) (a) of the award.

2. The Board visited Katanning, inspected the works and spoke to the foreman and the hand compositor who would jointly be responsible for on-the-job instruction of the apprentice and to the probationer himself.

3. As a result of the foregoing the Board by a majority—Mr. Plummer dissenting—is of the opinion "that the employer has the plant facilities and skilled adult workers necessary for the proper training of the probationer" and accordingly approves his employment in excess of the prescribed ratio.

4. I am aware that there may have been a technical breach of the award or the apprenticeship regulations by the employer, but in all the circumstances as Chairman of the Board I recommend that a commonsense approach be taken by the Union in relation to any such breach. The determination of any such question is not, however, a matter for this Board.

Dated at Katanning this 14th day of July, 1972.

(Sgd.) E. R. KELLY,
Chairman.

BOARDS OF REFERENCE—SPECIAL—
Long Service Leave—

In the matter of the Dental Technicians and Attendants' Receptionists Award No. 56 of 1968, and in the matter of a claim for long service leave thereunder.

Before Messrs. L. Y. Hitchen, Chairman, H. J. de Burgh, Employers' Representative and D. W. Cooley, Employees Representative.

Decision.

THE CHAIRMAN: Having heard the case for the applicant, and the plea by the respondent that there is no case to answer, the Board, after lengthy consideration, finds that there has been no attempt by way of evidence, documentary or verbal, to prove any transmission of business since Mr. Cocker's employment commenced in 1947.

By unanimous decision the Board is of the opinion that in acting in equity and good conscience to both parties it has no alternative but to uphold the respondent's plea of "no case to answer" and the claim is accordingly dismissed.

We would point out, however, for the applicant's benefit, that there is recourse available, in that he may, if he so desires, appeal against this decision.

Dated at Perth this 8th day of August, 1972.

L. Y. HITCHEN,
Chairman.

In the matter of the Long Service Leave Act, 1958, and in the matter of a claim for *pro rata* long service leave thereunder.

Before Messrs. L. Y. Hitchen, Chairman; D. W. Cooley, Worker's Representative; and H. J. deBurgh, Employer's Representative.

Decision.

1. A claim was made herein on behalf of Albert Bolton Muir for payment on account of *pro rata* long service leave in connection with his employment with the Geraldton Bowling Club Incorporated.

2. The claim was made under the provisions of section 8 (3) (c) of the Long Service Leave Act, 1958 on the grounds that Muir was justified in terminating his employment on account of sickness. In submitting the application in writing to the Special Board, Solicitors for Muir said, in part—

> . . . He terminated his employment on the 11th November, 1971, as a result of medical advice.

3. Muir commenced employment with the Geraldton Bowling Club on 23/10/1959 and ceased on 11/11/1971. There is no dispute as to the period of service.

4. In support of Muir's claim, Dr. J. R. Saunders gave evidence wherein the Board was told—

(a) Muir had been a patient of the Doctor's over a period of years; he had had a lot of gall bladder trouble; been frequently in hospital over the past ten years; undergone several abdominal operations; been assessed by Repatriation on four separate complaints, including one of anxiety state.

(b) He (the Doctor) had consulted Muir on 30/11/1971 (some twenty-six days after Muir had given one week's notice of termination to his employer). At that consultation they "did have a discussion on his employment".

(c) Subsequent to the abovementioned consultation and following Muir's verbal request, outside the surgery, Muir was given a medical certificate on 7/12/1971. That certificate was in the following terms:—

> To certify that A. B. Muir has had chronic ill health for some years. He has an accepted disability of anxiety state recognized by the Repatriation Department.
>
> He has recently changed his employment to a position which is lighter and with less stress.

His decision can be supported on medical grounds."

(d) Prior to the consultation on 30/11/1971, Muir had last been to the surgery on 29/4/1971.

(e) Under examination in chief, that he had never advised Muir in respect of his employment. The only discussion there had been in this regard was after Muir had ceased work with the Geraldton Bowling Club.

(f) That Muir was not acting on medical advice when he terminated his services.

(g) As at the date of this hearing, Muir had not been to the surgery since the visit of 30/11/1971.

5. Muir told the Board that he had been employed by the Geraldton Bowling Club since 23/10/1959 as Bar Manager.

(a) He gave one week's notice of termination of his services on 4/11/1971. The notice was in writing. No reason for resignation was given.

(b) On 1/12/1971 he forwarded a letter to the Bowling Club seeking pro rata long service leave and sick pay, on the claim that he had left his employment due to ill health. Muir submitted what he claimed was a copy of this letter as evidence. It was subsequently shown that in fact this "copy" was not a true copy.

(c) His reason for leaving the Bowling Club was that "the job was a bit too heavy; by the time of knock-off I was under a lot of stress; I was tired; generally upset; could not rest".

(d) He agreed, under cross-examination, that he had never discussed his anxiety state condition with the Management at the Bowling Club. The first the Management would have known of this condition was after he claimed payment for long service leave in his letter of 1/12/1971. Other than periods off duty for the abdominal operations, he had only been absent from work for a few days on account of illness.

(e) On ceasing employment with the Geraldton Bowling Club, he commenced work as Bar Manager at the Geraldton Club. The new job was "a lighter one".

6. For the applicant, Mr. Shervington, of Counsel, referred to—

(a) Dr. Saunders' evidence as to Muir suffering from an anxiety state and submitted that this evidence was sufficient to satisfy the Board that Muir was justified in terminating his employment on account of sickness.

(b) The decision of the New South Wales Industrial Commission (McKeon, Beattie and Perrignon, J.J.) in British Motor Corporation (Australia) Proprietary Limited v. Chance, 1965 A.R. p.364 which, it was submitted, supported the applicant's case.

7. Mr. Gillies, for the Geraldton Bowling Club, submitted that—

(a) Muir had failed to prove he terminated his employment on account of illness. His (Muir's) sick leave record showed no history of any illness, other than the operations undergone. The employer had no knowledge whatsoever that Muir was suffering from an anxiety state.

(b) It was clear from his evidence that Muir had another position arranged before submitting his resignation. This position was as Bar Manager, an identical post to that he held at the Bowling Club. This position was advertised in the local press (The Geraldton Guardian) on 23-10-1971 and Muir was the successful applicant.

(c) The matter had not been correctly brought before the Board in that the position of Bar Manager at the Geraldton Bowling Club came within the scope of the Club Employees (Sporting Clubs) Award No. 45A of 1968 and therefore action under the Long Service Leave Act, 1958 was prohibited under section 4 (1) (c) (iii) of that Act.

In view of the decision following, the Board finds it unnecessary to comment on this particular submission.

8. After considering all the matters submitted and the evidence as given, I am of the opinion that the applicant's claim should be refused.

There can be no doubt that Muir had been suffering from illness over a number of years. It may well be that, in fact, his condition was such when he commenced employment with the Geraldton Bowling Club in 1959. Be that as it may, there has been nothing shown to the Board that this condition was any worse at the time of termination of services than it had been at any time over those "number of years". In fact, a contrary conclusion could be drawn in that Muir had not found it necessary to attend his Doctor between 29-4-1971 and 30-11-1971—a period of seven months.

So far as the matter of British Motor Corporation v. Chance is concerned, I can find no support for Muir's case from that decision in that the facts would appear to be vastly different. (Chance's Doctor had recommended to him on three or four occasions prior to termination that he seek a change of employment. Also, the employer in that case was well aware of the employee's conditions some time prior to resignation.

9. It follows, in my view, the opinion of the Board should be that the termination was not justified on the grounds submitted and that the application should be dismissed. Mr. deBurgh agrees and Mr. Cooley dissents, so that by a majority the decision will be accordingly.

Dated at Perth this 9th day of August, 1972.

L. Y. HITCHEN,
Chairman.

UNIONS—

Amendment of Rules—

HOTEL, CLUB, CATERERS UNION. PERTH.

NOTICE.

I, THE UNDERSIGNED, ACTING ASSISTANT REGISTRAR of the Western Australian Industrial Commission, hereby give notice that, pursuant to directions given to me by the Commission in Court Session in an order dated the 4th day of August, 1972, I have this day registered an amendment to rules numbered 3 and 4 of the registered

rules of The Hotel, Club, Caterers, Tea Room and Restaurant Employees' Industrial Union of Workers, Perth.

The said direction is set out at the foot of this notice.

Dated at Perth this 22nd day of August, 1972.

G. MELLOWSHIP,
Acting Assistant Industrial Registrar.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

File No. 216 of 1922.

In the matter of the Industrial Arbitration Act, 1912-1971, and in the matter of an application by The Hotel, Club, Caterers, Tea Room and Restaurant Employees' Industrial Union of Workers, Perth for amendment of its constitution rule.

HAVING heard Mr. E. L. Fry on behalf of the Hotel, Club, Caterers, Tea Room and Restaurant Employees' Industrial Union of Workers, Perth, Mr. T. Hartrey (of Counsel) on behalf of the Hotel, Club, Caterers, Tea Room and Restaurant Employees' Industrial Union of Workers, W. A. Goldfields Branch, Mr. H. Olney (of Counsel) on behalf of The Western Australian Barmaids and Barmen's Union of Workers, Perth, and Mr. O. K. Salmon on behalf of the Hospital Employees' Industrial Union of Workers, W.A., and upon being satisfied that the requirements of the abovementioned Act and the regulations made thereunder have been complied with, the Commission in Court Session, pursuant to the powers vested in it by sections 23 and 54 of the said Act, doth hereby direct the Registrar to register an amendment to Rule 3, Objects and Rule 4, Constitution and Membership, of the said rules of the applicant union in the terms of the attached schedule.

Dated at Perth this 4th day of August, 1972.

By The Commission in Court Session,

[L.S.] (Sgd.) D. CORT,
Commissioner.

3.—Objects.

The objects of the Union shall be:—

To improve and foster the conditions of employment and to protect the interests of all workers employed in Hotels, Clubs, Cafes, Oyster Saloons, Tearooms, Restaurants and Catering Establishments including tea attendants employed in Government Departments, Instrumentalities and Trading Concerns;

To afford protection in all cases of oppression;

To endeavour to secure employment for all members out of work;

To endeavour to secure for all workers an adequate return for their industry;

To assist any movement whether industrial or political that tends to improve conditions of the workers; and

To establish, where practicable, branches of the Union.

For the purpose of this rule "Catering Establishments" shall include Board and/or Lodging Houses where six or more boarders and/or lodgers are received for pay or reward.

4.—Constitution and Membership.

The Union shall consist of an unlimited number of members, male or female, who shall be workers within the meaning of the Industrial Arbitration Act, 1912 (hereinafter called the Act) and shall be over 14 years of age, employed or usually employed in accordance with the provisions of this rule and rule 3, together with such other persons as have been appointed officers of the Union, within the State of Western Australia, but excluding any person employed in the bar of an hotel and any person who is, or is eligible to be, a member of the Hotel, Club, Caterers', Tea Room and Restaurant Employees' Industrial Union of Workers, W.A. Goldfields Branch and in respect of whose employment there was in force on the 1st August, 1972 an industrial award.

UNIONS—
Application for Amendment of Rules

TIMBER YARD, SAWMILLS, AND WOODWORKERS UNION.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 291 of 1922.

In the matter of the Industrial Arbitration Act, 1912-1971, and in the matter of an application by the United Metropolitan Timber Yard, Sawmills and Woodworkers Employees' Union of Workers for amendment of rule 3a, Area.

Before the Commission in Court Session.

Mr. Commissioners E. R. Kelly, D. E. Cort and J. R. Flanagan.

The 4th day of August, 1972.

Mr. G. D. Brown on behalf of the applicant union.

Mr. F. McDonald on behalf of the objecting union.

Judgment.

KELLY C.: This is the unanimous decision of the Commission in Court Session.

This is an application by the United Metropolitan Timber Yard, Sawmills and Woodworkers Employees' Union of Workers to amend clause 3a of its rules by which the locality of its registration is limited to the area within a radius of 14 miles from the G.P.O. Perth.

The application seeks an extension of that area to the whole of the State "excluding the South West Land Division to within a radius of 35 miles of the G.P.O. Perth".

Notice of the application was given to—

The West Australian Timber Industry Industrial Union of Workers, South West Land Division, Trades Hall, Perth,

Federated Clerks' Union of Australia Industrial Union of Workers, W.A. Branch, 278 Beaufort Street, Perth,

The West Australian Shop Assistants and Warehouse Employees' Industrial Union of Workers, Perth, 5 Wellington Buildings, 158 William Street, Perth,

Federated Miscellaneous Workers' Union of Australia, West Australian Branch, Union of Workers, Room 54, Trades Hall, Perth,

The Federated Engine Drivers and Firemen's Union of Workers of Western Australia, Room 17, Trades Hall, Perth,

The United Furniture Trades Industrial Union of Workers, W.A., 60 Beaufort Street, Perth,

The Western Australian Carpenters and Joiners, Bricklayers and Stoneworkers Industrial Union of Workers, 102 Beaufort Street, Perth,

Electrical Trades Union of Workers of Australia (Western Australian Branch), Perth, Room 37, Trades Hall, Perth,

The Operative Painters and Decorators' Union of Australia, West Australian Branch, Union of Workers, 62 Short Street, Perth,

The West Australian Vehicle Builders' Industrial Union of Workers, Room 12, Trades Hall, Perth,

Transport Workers' Union of Australia, Industrial Union of Workers, Western Australian Branch, Room 36, Trades Hall, Perth,

Australian Workers' Union, Westralian Branch, Industrial Union of Workers, 113 Newcastle Street, Perth,

but the only union to object to the application was The West Australian Timber Industry Industrial Union, which objected to the extension of area into the South West Land Division on a number of grounds which we find it unnecessary to canvass in detail.

When the matter came on for hearing on the 28th August, 1970 the Commission, in view of the overlapping of the constitutions of the applicant and the objector and the small membership of each, suggested that the two unions should confer with a view to effecting amalgamation. Subsequently we were advised that the parties had failed to reach a satisfactory accommodation and we were requested to relist the application.

Upon the matter being relisted on the 27th June, 1972, it became apparent that the obstacles in the way of amalgamation were several differences in the rules of the two unions and that there was not any objection in principle to the idea of amalgamation. We think the unions should continue to explore the possibilities in that regard and we believe that our present decision might assist in that direction.

At the present time there are two mills within a 35 mile radius of the G.P.O. at which the objecting union has members whose conditions of employment are regulated by an award or industrial agreement obtained at the instance of that union. Those are the mills at Wundowie and Jarrahdale. The objector has attended to the interests of workers at those mills in a proper manner and we see no need to authorise another union to operate in those areas. Moreover, we think the extension of the applicant union's area to embrace those mills at this time would be more likely to produce competition between the two unions rather than the co-operation towards amalgamation which we are seeking to encourage. However, according to a certified map produced during the hearing both of those mills fall outside a radius of 30 miles from the G.P.O. Perth. Within the latter area (and indeed beyond it) the applicant union has demonstrated an active interest and a willingness to make the utmost use of its limited resources in seeking to protect the interests of workers in occupations falling within its constitution and we have decided to allow an extension of registration within the South West Land Division from the present radius of 14 miles to a radius of 30 miles from the G.P.O. Perth.

There appears to us to be no reason to disallow that part of the application which seeks to extend the applicant's area of registration to other Divisions of the State and the application in that respect will be granted. In view of that extension the word "Metropolitan" in the name of the union will be somewhat misleading and we think the union should now make an application to change its name as soon as possible.

A direction will be given to the Registrar in accordance with the tenor of this decision.

Order accordingly.

NOTICE.

I, THE, UNDERSIGNED, ACTING ASSISTANT REGISTRAR of the Western Australian Industrial Commission, hereby give notice that, pursuant to directions given to me by the Commission in Court Session in an order dated the 4th day of August, 1972, I have this day registered an amendment to rule number 3a—Area, of the registered rules of the United Metropolitan Timber Yard, Sawmills and Woodworkers Employee's Union of Workers.

The said direction is set out at the foot of this notice.

Dated at Perth this 23rd day of August, 1972.

G. MELLOWSHIP,
Acting Assistant Industrial Registrar.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

File No. 291 of 1972.

In the matter of the Industrial Arbitration Act, 1912-1971, and in the matter of an application by the United Metropolitan Timber Yard, Sawmills and Woodworkers Employees' Union of Workers for amendment of its rules.

HAVING heard Mr. G. D. Brown on behalf of the applicant union and Mr. F. McDonald on behalf of The West Australian Timber Industry Industrial Union of Workers, South West Land Division, and upon being satisfied that the requirements of the abovementioned Act and the regulations made thereunder have been complied with, the Commission in Court Session, pursuant to the powers vested in it by section 23 of the said Act, doth hereby direct the Registrar to register an amendment to the Rules of the applicant union as follows:—

Delete Rule 3a—Area, and insert in lieu thereof:—

3a—Area. The Locality of registration of this Union shall be that of the State of Western Australia excluding the South West Land Division to within a radius of 30 miles of the G.P.O. Perth.

Dated at Perth this 4th day of August, 1972.

By the Commission in Court Session,

(Sgd.) E. R. KELLY,
[L.S.] Commissioner.

JOINDER OF PARTIES—

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 72 of 1972.

In the matter of a Reference of Industrial Dispute No. 1 of 1972, and in the matter of an application by Mt. Newman Mining Company Proprietary Limited to be joined as a party to the said Reference.

HAVING heard Mr. W. J. Brown on behalf of Dampier Mining Company Limited and Mt. Newman Mining Company Proprietary Limited, Mr. T. P. Lynch on behalf of Goldsworthy Mining Limited, Hamersley Iron Proprietary Limited, Cliffs (Western Australia) Mining Company Proprietary Limited and Western Mining Corporation Limited, Mr. H. Symons on behalf of the Australian Workers' Union, Westralian Branch, Industrial Union of Workers, Mr. J. E. Bainbridge on behalf of The Federated Engine Drivers and Firemen's Union of Workers of Western Australia, Mr. J. Mutton on behalf of the Amalgamated Engineering Union of Workers of Western Australia and The Boilermakers' Society of Australia, Union of Workers, Coastal Districts, W. A. and Mr. K. B. Gilbert on behalf of the Electrical Trades Union of Workers of Australia (Western Australian Branch), Perth, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 71 (i), of the said Act, do hereby direct—

That the abovementioned application for joinder be struck out.

Dated at Perth this 18th day of July, 1972.

(Sgd.) E. R. KELLY,
[L.S.] Commissioner

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 111 of 1972.

In the matter of a Reference of Industrial Dispute No. 1 of 1972, and in the matter of an application by Dampier Mining Company Limited to be joined as a party to the said Reference.

HAVING heard Mr. W. J. Brown on behalf of Dampier Mining Company Limited and Mt. Newman Mining Company Proprietary Limited, Mr. T. P. Lynch on behalf of Goldsworthy Mining Limited, Hamersley Iron Proprietary Limited, Cliffs (Western Australia) Mining Company Proprietary Limited and Western Mining Corporation Limited, Mr. H. Symons on behalf of the Australian Workers' Union, Westralian Branch, Industrial Union of Workers, Mr. J. E. Bainbridge on behalf of The Federated Engine Drivers and Firemen's Union of Workers of Western Australia, Mr. J. Mutton on behalf of the Amalgamated Engineering Union of Workers of Western Australia and The Boilermakers' Society of Australia, Union of Workers, Coastal Districts, W.A. and Mr. K. B. Gilbert on behalf of the Electrical Trades Union of Workers of Australia (Western Australian Branch). Perth, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in section 71(i), of the said Act, do hereby direct—

That the abovementioned applicant be joined as a party to Reference of Industrial Dispute No. 1 of 1972 between Hamersley Iron Proprietary Limited, Goldsworth Mining Limited, Cliffs (Western Australia) Mining Company Proprietary Limited and Western Mining Corporation Limited and the Australian Workers' Union, Westralian Branch, Industrial Union of Workers, The Federated Engine Drivers and Firemen's Union of Workers of Western Australia, Amalgamated Engineering Union of Workers of Western Australia, The Boilermakers' Society of Australia, Union of Workers, Coastal Districts, W.A., Electrical Trades Union of Workers of Australia (Western Australian Branch), Perth, The Western Australian Carpenters and Joiners, Bricklayers and Stoneworkers' Industrial Union of Workers, The West Australian Plumbers and Sheet Metal Workers' Industrial Union of Workers, Australasian Society of Engineers' Industrial Union of Workers, Western Australian Branch, The Operative Painters and Decorators' Union of Australia, West Australian Branch, Union of Workers and the Transport Workers' Union of Australia, Industrial Union of Workers, Western Australian Branch and be named as an applicant therein.

Dated at Perth this 18th day of July, 1972.

(Sgd.) E. R. KELLY,
[L.S.] Commissioner.

REFERENCES OF INDUSTRIAL DISPUTES—

Preliminary Hearings—

Objection to an Award being made—

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

No. 3 of 1972.

Between the Royal Australian Nursing Federation (Western Australian Branch) Industrial Union of Workers, Perth, Applicant, and Nurses' Board of Western Australia, Respondent.

Before Mr. Commissioner J. R. Flanagan.

The 25th day of July, 1972.

Mr. H. Olney on behalf of the applicant.

Mr. J. L. Toohey, Q.C., (with him Mr. P. J. Healy) intervened on behalf of the Civil Service Association.

Mr. K. Rutherford on behalf of the respondent.

Judgment.

THE COMMISSIONER: This reference of industrial dispute filed on the 21st February, 1972, between the Royal Australian Nursing Federation (Western Australian Branch) Industrial Union of Workers, applicant and the Nurses' Board of Western Australia, respondent, is in respect of the rates and conditions of employment to apply to those employed by the respondent, who are designated as the Principal Education Officer; Deputy Principal Education Officer; Examinations Officer and Nursing Officer.

Pursuant to Regulation 87 made under the Industrial Arbitration Act the Civil Service Association of Western Australia Incorporated notified the Commission of its intention to intervene in proceedings arising from the reference and on the 11th July due notice was filed at the Commission on behalf of the Civil Service Association objecting to the application on the grounds set out in the notice which were in these terms:—

(1) Workers employed by the Respondent in the positions of Principal Education Officer, Deputy Principal Officer and Nursing Officer (Examinations) Education Officer are eligible for membership and are members of the Civil Service Association of Western Australia Incorporated;

(2) Those workers are not eligible for membership of the Applicant Union in that:

(a) They are not employed in the profession or industry of nursing;

(b) They are not registered or entitled to be registered under the Nurses Registration Act, 1922-1960 or the Nurses Act, 1968-1970;

(3) Those workers are in any event employed in positions which on 17th March, 1967, were classified under the provisions of the Public Service Act, 1904-1966.

These grounds were modified during the hearing to the extent that on being informed by Mr. Olney, of counsel, who appeared for the Royal Australian Nursing Federation that the four workers concerned in the reference are registered under the Nurses' Act, Mr. Toohey Q.C., who with Mr. Healy of counsel appeared for the intervenor, indicated that subparagraph (b) of paragraph (2) would not be relied upon as a supporting ground.

As the matter which falls for determination turns on the question of the eligibility of the four persons concerned in the reference to be either members of the Nursing Federation or the Civil Service Association it is to their respective constitutions that one must look to ascertain whether the applicant union has the right to make this application or that this right does not exist and that the objection of the intervenor should be sustained.

Rule 5. Membership of the Royal Australian Nursing Federation (Western Australian Branch), so far as is material, is in these terms—

The branch shall consist of an unlimited number of members:—

(1) Member shall be a person who is a worker within the meaning of the Industrial Arbitration Act, 1912, as amended from time to time.

(a) employed in the profession or industry of nursing and being registered or entitled to be registered with the Nurses' Board of Western Australia.

The constitution rule of the Civil Service Association is Rule 6. Membership and, again so far as is material, provides as follows—

(a) Membership shall be confined to any person who is:—

(1) a classified officer under the Public Service Act, 1904-1966; or

(2) . . .

(3) employed under the Forests Act, the Main Roads Act or any Act now in force or hereafter enacted whereby any Board, Commission or other body is constituted to administer any such Act; or

(4) .....

Provided that, subject as hereinafter specified the following persons shall not be eligible for membership:—

(i) .....

(ii) Persons eligible for membership of ..... The Royal Australian Nursing Federation (Western Australian Branch) Industrial Union of Workers, with the exception of a person employed in a position which, on the 17th March, 1967, was classified under the provisions of the Public Service Act, 1904-1966.

(iii) .....

In support of the contention that the persons employed by the respondent, for whom industrial coverage is sought, are ineligible for membership of the Nursing Federation Mr. Toohey submitted that the nature of their employment is such that it cannot be held that they are "employed in the profession or industry of nursing". In this regard a distinction was drawn between, as he put it, "the practice of the profession and the education of persons, namely nurses to equip them to participate in the profession or, we would add, the industry of nursing".

In an elaboration of this aspect of the argument Mr. Toohey referred to the Nurses Act, 1968, "An Act to Consolidate and Amend the Law relating to the Nursing Profession" which was assented to on the 25th October, 1968. An examination of the objects, functions and powers of the Nurses Board of Western Australia, constituted by that Act, together with a consideration of the responsibilities and duties of those officers employed by the Board who are the subject of this application emphasised, in his submission, their ineligibility for membership of the Nursing Federation.

A further contention raised was that the Board not being a hospital or institution concerned with the nursing of the sick but "being an administrative body" controlling admission to the profession and the maintenance "through the exercise of its disciplinary powers standards to be exercised within the profession" does not share a common interest with "hospitals and similar institutions concerned with the employment of nurses".

It was said that this lack of a common object, the criterion referred to in Parkers' case (Vol. 29-30 W.A.L.R. at p. 92) to determine the industry in which the employer and worker are engaged, adds further emphasis to the case put on behalf of the Civil Service Association.

The final branch of the argument submitted on behalf of the intervenor was on the point in the exemptive provision of the Association's constitution rule which relates to "a person employed in a position which, on the 17th March, 1967, was classified under the provisions of the Public Service Act, 1904-1966".

It is common ground that the persons employed in positions created under the Nurses Act, 1968, are not employed in positions which as at the 17th March, 1967 were classified under the provisions of the Public Service Act, 1904-1966.

However Mr. Toohey suggested that a discernible similarity, in a broad sense, is to be found in a comparison of the duties involved in the positions of Education Officer Nursing and Nursing Officer, Education, positions created by the Nurses Registration Board consitituted under the Nurses Registration Act, 1921-1959 which Act was repealed by the Nurses Act, 1968, with the duties of those officers who are the subject of this application.

In asserting the Federation's right to obtain the industrial coverage sought in this application Mr. Olney's submissions centred on the proposition that "nursing and education are linked together in the daily and ordinary activities of the practice of the nursing profession as demonstrated by the inclusion in what is regarded as the major nursing award—the Nurses (Public Hospitals) Award, 1968 —of such classifications as "clerical instructor" and "principal tutor". These are defined respectively to mean ". . . a nurse who is engaged full time in the instruction of student nurses and/or nursing aides in practical training" and ". . . a nurse in charge of the teaching department of a hospital".

This being so he contended that the separation of some of the functions of education from a hospital situation to a statutory body, i.e. the Nurses Board, "does not cease to make the activity of educating nurses part of the profession of nursing".

These submissions put on behalf of the applicant on which I consider the question of eligibility hinges must, in my opinion, fail.

Workers employed by a statutory body the object of which is "to consider the conditions affecting the education of nurses and the practice of the nursing profession . . ." whose duties and responsibilities, as detailed in the duty statements of the various officers in exhibit "A" and who are directed towards discharging the functions of the Nurses Board as set out in section 15 of the Nurses Act, cannot be said, in my view, to be "employed in the profession or industry of nursing".

Whereas the teaching and training of nurses in the hospital area or situation is an integral part of the profession or industry of nursing, the duties involved in the "direction and supervision of Education" appertaining to nursing, the "educational guidance to nurse applicants" the "overall supervision of examinations" and the "checking of applications for registration for recency of practice and suitability of training", being the stated responsibilities of the officers concerned, are essentially of an administrative nature and are not, as such, associated with the practice of the profession.

For these reasons I consider the objection by the intervenor should be sustained and the reference of dispute is accordingly dismissed.

BEFORE THE WESTERN AUSTRALIAN INDUSTRIAL COMMISSION.

Ref. No. 3 of 1972.

Between the Royal Australian Nursing Federation (Western Australian Branch) Industrial Union of Workers, Perth, Applicant, and Nurses' Board of Western Australia, Respondent.

HAVING heard Mr. H. Olney of council on behalf of the applicant union and Mr. J. L. Toohey, Q.C., assisted by Mr. P. J. Healy of counsel on behalf of the respondent, I, the undersigned, Commissioner of The Western Australian Industrial Commission, in pursuance of an allocation to me under section 54 of the Industrial Arbitration Act, 1912-1971, and in pursuance of the powers contained in paragraph (IV) of placitum (a) of section 71 of the abovementioned Act, and all other powers therein enabling me, do hereby order and declare:—

That the abovementioned reference of industrial dispute, numbered 3 of 1972, be dismissed.

Dated at Perth this 25th day of July, 1972.

(Sgd.) J. R. FLANAGAN,
[L.S.] Commissioner.

APPRENTICES—
Reduction of Term of Registered Apprenticeship Agreements—

THE Western Australian Industrial Commission has approved of the term of the agreements of apprenticeship as set out in the accompanying schedule being reduced by the periods shown.

L. Y. HITCHEN,
Acting Industrial Registrar.

1st August, 1972.

Order No; Name of Apprentice; Trade; Name of Employer; Reduction Approved; Date of Order.

821/72; Peter John Kampen; Plumbing; Applecross Plumbing Co; Five years to four years; 17th July, 1972.

822/72; Stephen Ronald Hall; Electrical Installing; M. V. Gerrard Pty. Ltd.; Five years to four years; 17th July, 1972.

823/72; Neville Paul; Panelbeating; Paull and Warner Pty. Ltd.; Five years to four years; 17th July, 1972.

843/72; John Albert Strijk; Hand Composing; Government Printing Office; Five years to four years; 25th July, 1972.

844/72; Alan Reginald Dovey; Hand Composing; Government Printing Office; Five years to four years; 25th July, 1972.

45/72; Frank Michael Hulsdunk; Letterpress Machining; Government Printing Office; Five years to four years; 25th July, 1972.

846/72; Kevin Oscar Fritchley; Fitting and First Class Machining; BP Refinery (Kwinana) Pty. Ltd.; Five years to four years; 25th July, 1972.

847/72; Stephen George John; Electrical Installing; P. R. Allen Pty. Ltd.; Five years to four years; 25th July, 1972.

848/72; Peter Ronald Temple; Hand Composing; Government Printing Office; Deemed to have been completed as at 1st August, 1972; 25th July, 1972.

849/72; Rowland Robert Waters; Motor Mechanic; Lynas Motors Pty. Ltd.; Five years to four years; 25th July, 1972.

850/72; Louie Sciascia; Panelbeating; Robert Rispoli; Five years to four years; 25th July, 1972.

851/72; Sam Paul Rognetta; Motor Mechanic; David John Price; Five years to four years; 25th July, 1972.

852/72; Ian Murray Dalton; Sheetmetal Working; The Western Australian Government Railways Commission; Six months; 25th July, 1972.

THE Western Australian Industrial Commission has approved of the term of the agreements of apprenticeship as set out in the accompanying schedule being reduced by the periods shown.

L. Y. HITCHEN,
Acting Industrial Registrar.

16th August, 1972.

Order No.; Name of Apprentice; Trade; Name of Employer; Reduction Approved; Date of Order.

853/72; David Woodhouse; Blacksmithing; The Western Australian Government Railways Commission; Five years to four years; 28th July, 1972.

854/72; John Press; Carpentry and Joinery; D.J. Hayward; Five years to four years; 28th July, 1972.

857/72: Stephen John Dobie; General Butchering; R. F. and A. C. Williams; Five years to four years; 28th July, 1972.

858/72; Russell Edward Arcus; Refrigeration Fitting; Arcus Metal Products Pty. Ltd.; Five years to four years; 28th July, 1972.

859/72; Kevan Lynn Goodall; Painting; The Honourable Minister for Works and Water Supplies; Five years to four years; 28th July, 1972.

865/72; Darrell Neville Walsh; Painting (Vehicle); Don Seubert; ten months; 10th August, 1972.

866/72; John Paul Vickery; Panelbeating; Kevin James Pty. Ltd.; Six months; 28th July, 1972.

872/72; Donald Ray Parker; Letterpress Machining; Government Printing Office; Five years to four years; 28th July, 1972.

891/72; Clem McKenzie Paull; General Butchering; Clem Paull and Son;; Deemed to have been completed as at 18th August, 1972; 11th August, 1972.

893/72; Robert Herzog; Motor Mechanics; Hamersley Iron Pty. Ltd.; Five years to four years; 3rd August, 1972.

894/72; Lynette Ann Carter; Ladies Hairdressing; Ian Stewart Jenkinson; Deemed to have been completed as at 10th August, 1972; 3rd August, 1972.

895/72; Kevin George Keenan; Motor Mechanics; United States Naval Communication Station; Deemed to have been completed as at 10th August, 1972; 3rd August ,1972.

898/72; Wendy Margaret Hunt; Ladies Hairdressing; Regent Enterprises Pty. Ltd.; Deemed to have been completed as at 17th August, 1972; 10th August ,1972.

899/72; Murray Hugh Bennett; First Class Welding; Albany Superphosphate Co. Pty. Ltd.; Five years to four years; 10th August, 1972.

913/72; Paola Nesa; Motor Mechanics; International Harvester Company of Australia Pty. Ltd.; Five years to four years; 11th August, 1972.

914/72; Ian David Jennings; Electrical Fitting; Winslade and Co. Pty. Ltd.; Five years to four years; 11th August, 1972.

PUBLIC SERVICE ARBITRATION—

Agreements Filed—

PUBLIC SERVICE ARBITRATION ACT, 1966-1970.

PURSUANT to the provisions of the Regulation 12 (1) of the Public Service Arbitration Regulations the following Agreement No. 14 of 1972 is hereby published for general information.

J. P. McEWAN,
Registrar.

State Public Service.

PUBLIC SERVICE PROFESSIONAL DIVISION (OCCUPATIONAL THERAPISTS) SALARIES AGREEMENT, 1972.

No. 14 of 1972.

THIS Agreement, made pursuant to the provisions of the Public Service Arbitration Act, 1966-1970, of Western Australia this twenty-first day of July, 1972, between The Civil Service Association of Western Australia Incorporated (hereinafter referred to as the Association) of the one part and the Public Service Board (hereinafter referred to as the Board) of the other part, witnesseth that the parties mutually covenant and agree the one with the other as follows:—

1.—Title.

This Agreement shall be known as the Public Service Professional Division (Occupational Therapists) Salaries Agreement, 1972.

2.—Arrangement.

1. Title.
2. Arrangement.
3. Scope.
4. Adjustment of Salary Rates.
5. Salaries.
6. Annual Increments.
7. Copies of Agreement.
8. Term of agreement.

3.—Scope.

This Agreement shall apply to all Government Officers who are employed as Occupational Therapists on the permanent or temporary staff in the Professional Division under and within the meaning of the Public Service Act, 1904-1970.

4.—Adjustment of Salary Rates.

(a) The salaries of officers covered by this Agreement shall be adjusted where necessary to the appropriate point in the new salary range on the basis of years of service in the position.

(b) The salary rates prescribed by this Agreement shall be varied to the extent necessary to give effect to any decision of the Commonwealth Conciliation and Arbitration Commission in a National

Wage Case, made during the currency of this Agreement and expressed to be on general economic grounds and which has general application.

5.—Salaries.

Salaries or salary ranges applicable to officers covered by this Agreement shall be as follows:—

	Per Annum $
Level 1	5,038
	5,234
	5,610
	5,974
	6,363
	6,725
	7,087
Level 2	7,286
	7,486
Level 3	7,674
	7,862

6.—Annual Increments.

Subject to good conduct, diligence and efficiency, an officer shall proceed from the minimum to the maximum of his salary range, where so provided, according to the increments is such salary range.

7.—Copies of Agreement

Every officer and temporary employee shall be entitled to have access to a copy of this Agreement. Sufficient copies shall be available in each Department concerned for this purpose.

8.—Term of Agreement.

This Agreement shall operate as from and including the twenty-eighth day of March, 1972, and shall remain in force for a period of three years, provided that at any time after the expiration of the first twelve months from the date of this Agreement or of the expiration of any period of twelve months from the date of any variation thereof, either of the parties may negotiate with the other party to amend or add to this Agreement.

In witness whereof the parties hereto have hereunto set their hands and seals the day and year first before written.

Signed for and on behalf of the Public Service Board of Western Australia.

R. H. DOIG,
Chairman.

J. B. CROOKS,
Deputy Chairman.

E. P. SHADDICK,
Commissioner.

The Common Seal of The Civil Service Association of Western Australia Incorporated was hereunto affixed in the presence of—

J. R. FLETCHER,
Trustee.

R. A. PEERS,
Trustee.

D. ALSTON,
General Secretary.

[L.S.]

CORRECTION.

Public Service Arbitration Act, 1966-1970.

PUBLIC SERVICE (ADMINISTRATIVE AND CLERICAL) SALARIES AGREEMENT, 1971.

No. 83 of 1971.

Amendment No. 2 of 1972.

WHEREAS an error has occurred in the copy of the above Amendment as published in the Western Australian Industrial Gazette of the 2nd August, 1972, Volume 52, Part 2, Sub-part 1, pages 640 and 643, the following corrections are made:—

Page 640, Second column:

Schedule: Paragraph 2 should read:—

2. Clause 5: Delete "male" from heading and substitute "Clerical". Subclause (a) delete "male" in line 3.

Page 643, First column:

Schedule A—Clerical Division Officers:

Class 10, $9,951 should read $9,591.

Page 643, Second column:

Should read—Schedule C—Clerical Division Officers.

Dated at Perth this 10th day of August, 1972.

J. P. McEWAN,
Registrar.

COAL MINING INDUSTRY TRIBUNAL—

AWARDS—Amendment of—

COLLIERY STAFFS.

Award No. 62 of 1955.

MINING ACT, 1904-1971.

(Part XIII, Division 1.)

Before the Western Australian Coal Industry Tribunal, held at Collie.

Application No. 18 of 1972.

Between Australian Collieries Staff Association, Western Australian Branch, Industrial Union of Workers, Applicants, and the Griffin Coal Mining Co. Ltd. and Western Collieries Ltd., Respondents.

The Colliery Staffs' Award, 1955: Application for Commonwealth Conciliation and Arbitration Commission National Wage Case increase of $2.00 per week to be applicable to all classifications in Awards from 22/5/72.

Decision and Order.

This application is granted.

Award Order and Prescribe that the Colliery Staffs' Award, 1955 as amended and consolidated be further amended by increasing the rate of pay by an amount per week which after the 10 per cent. is added will give a $2.00 per week increase, such increase to be effective on and from the 22nd May, 1972. However should the decision of the Tribunal of the 12th March, 1971 granting the 10 per cent. increase be reversed or revoked then the increase now granted per week shall be increased to $2.00 per week. The Attendance Allowance is increased by an amount of 40c for adults with proportionate increases for both Junior Male and Females.

The said award will be amended by deleting items 1 to 17 inclusive of subclause (b) of Clause 5, Wages and subclause (4) of Clause 20, Attendance Allowance and inserting in lieu thereof:—

5. Wages:

(b)

Col. 1 Number	Col. 2 Classification	Col. 3 Total Rate per week of 36¼ hours $	Col. 4 110% Rate per week of 36¼ hours $
	Division A.		
1.	Undermanager:		
	(a) at mines producing less than 300 tons per day	113.91	125.30
	(b) All Others	122.18	134.40
1A.	Undermanager in Charge	138.95	152.84
2.	Open Cut Overseer	113.91	125.30
3.	Engineer/Electrician	113.91	125.30
3A.	Engineer/Electrician in Charge	129.16	142.08
4.	Engineer	113.91	125.30
4A.	Engineer in Charge	129.16	142.08
5.	Electrician	113.91	125.30
5A.	Electrician in Charge	129.16	142.08
6.	General Surface Foreman as now employed	103.45	113.80
7.	Mine Surveyor	109.22	120.14
8.	Chief Clerk	110.14	121.15
9.	Stores Control & Purchasing Officer	110.14	121.15
10.	Clerk in Charge of payroll (R. Tanian as now appointed)	108.75	119.62
	Division B.		
11.	Screen and Surface Overseer	79.50	87.45
12.	Senior Clerk (Clerk in Charge)	82.73	91.00
13.	Adult Male Clerk:—		
	1st year of service as adult	72.27	79.50
	2nd year of service as adult	76.26	83.89
	3rd year of service as adult	79.50	87.45
	Division C.		
14.	Adult Female (Payroll ledger machine operator performing clerical work):—		$
	1st year of adult service		65.84
	2nd year of adult service		72.04
	3rd year of adult service		77.40
15.	Adult Female Clerk:—		
	1st year of adult service		58.73
	2nd year of adult service		62.03
	3rd year of adult service		65.90
	Division D.		
16.	Junior Male Clerk:—		
	Up to 17 years of age		36.36
	From 17 to 18 years of age		43.94
	From 18 to 19 years of age		51.75
	From 19 to 20 years of age		59.12
	From 20 to 21 years of age		69.82
	Division E.		
17.	Junior Female Clerk:—		
	Up to 17 years of age		29.25
	From 17 to 18 years of age		35.27
	From 18 to 19 years of age		41.43
	From 19 to 20 years of age		47.20
	From 20 to 21 years of age		52.93

Attendance Allowance.

20. Attendance Allowance:

(4) For the purposes of this order appropriate rate shall mean the attendance allowance payable being the rate set out hereunder:—

Number	Classification	Attendance Allowance Shift Entitlement per fortnight $
	Division B.	
11.	Screen and Surface Overseer	11.90
12.	Senior Clerk (Clerk in Charge)	12.35
13.	Adult Male Clerks:—	
	1st year as adult	10.85
	2nd year as adult	11.43
	3rd year as adult	11.90
	Division C.	
14.	Adult Female (Payroll ledger machine operator):	
	1st year as adult	8.64
	2nd year as adult	9.52
	3rd year as adult	10.27
15.	Adult Female Clerk:—	
	1st year as adult	8.10
	2nd year as adult	8.64
	3rd year as adult	9.23
	Division D.	
16.	Junior Male Clerk:—	
	Up to 17 years of age	5.47
	From 17 to 18 years of age	6.61
	From 18 to 19 years of age	7.79
	From 19 to 20 years of age	8.84
	From 20 to 21 years of age	10.43
	Division E.	
17.	Junior Female Clerk:—	
	Up to 17 years of age	4.29
	From 17 to 18 years of age	5.16
	From 18 to 19 years of age	6.07
	From 19 to 20 years of age	6.86
	From 20 to 21 years of age	7.70

Dated at Collie this 14th day of July, 1972.

ARTHUR E. KAY,
Chairman, Western Australian Coal Industry Tribunal.

Filed in my office this 14th day of August, 1972.

L. Y. HITCHEN,
Acting Industrial Registrar,
W.A. Industrial Commission.

COLLIERIES STAFF.

Award No. 62 of 1955.

MINING ACT, 1904-1971.

Part XIII, Division 1.

Before the Western Australian Coal Industry Tribunal held at Collie.

Application No. 11 of 1972.

Between the Australian Collieries Staff Association, Applicants, and the Griffin Coal Mining Co. Ltd. and Western Collieries Ltd., Respondents.

Colliery Staff's Award 1955: Application to increase all classifications in Division "A" by $2.25 per week with retrospectivity to 4/2/1972.

Decision and Order.

THIS application is granted.

Award Order and Prescribe that the Colliery Staff's Award 1955, as amended and consolidated be further amended by increasing the rate of all "A" Division classifications by an amount which after the 10 per cent. is added will give $2.25 per week increase, such increase to be effective from the first pay period commencing after the 4th February, 1972. However, should the decision of this Tribunal of the 12th March, 1971 granting the 10 per cent. increase be reversed or revoked then the increase now granted per week shall be increased to $2.25 per week. The said Award will be amended by deleting items (1) to (10) inclusive of Subclause (b) of Clause 5 Wages and inserting in lieu thereof the following:—

5. Wages:

(b)

Column 1 Number	Column 2 Classification	Column 3 Total Rate per week of 36¼ hours.	Column 4 110% Rate per week of 36¼ hours.
	Division A.		
1.	Undermanager	$	$
	(a) at mines producing less than 300 tons per day	112.09	123.30
	(b) all others	120.36	132.40
1A.	Undermanager in Charge	137.13	150.84
2.	Open Cut Overseer	112.09	123.30
3.	Engineer Electrician	112.09	123.30
3A.	Engineer/Electrician in Charge	127.35	140.08
4.	Engineer	112.09	123.30
4A.	Engineer in Charge	127.35	140.08
5.	Electrician	112.09	123.30
5A.	Electrician in Charge	127.35	140.08
6.	General Surface Foreman as now employed	101.64	111.80
7.	Mine Surveyor	107.40	118.14
8.	Chief Clerk	108.32	119.15
9.	Stores Control and Purchasing Officer	108.32	119.15
10.	Clerk in Charge of payroll (R. Tanian as now appointed)	106.93	117.62

Dated at Collie this 14th day of July, 1972.

ARTHUR E. KAY,
Chairman, Western Australian Coal Industry Tribunal.

Filed in my office this 14th day of August, 1972.

L. Y. HITCHEN,
Acting Industrial Registrar, W.A. Industrial Commission.

DEPUTIES.

Award No. 19 of 1954.

MINING ACT, 1904-1971.

Part XIII, Division 1.

Before the Western Australian Coal Industry Tribunal, held at Collie.

Application No. 10 of 1972.

Between the Collie District Deputies Union of Workers, Applicants, and The Griffin Coal Mining Co. Ltd., and Western Collieries Ltd., Respondents.

The Collie Deputies Award, 1954. Application to amend subclause (b) of clause 9, Rates of Pay of the Award by increasing total rate per week by $3.79.

Decision and Order.

THIS application is granted.

Award Order and Prescribe that the Collie Deputies Award, 1954, as amended and consolidated be further amended by increasing the rate of pay by an amount which after the 10 per cent. is added will give $3.79 per week increase, such increase to be from the first pay period commencing after the 3rd March, 1972. However, should the decision of this Tribunal of the 12th March, 1971, granting the 10 per cent. increase be reversed or revoked then the increase now granted per week shall be increased to $3.79 per week. The said Award shall be amended by deleting subclause (b) (i) of clause 9 Rates of Pay and inserting in lieu thereof the following:—

9. Rates of Pay:

(b)

	Column 1 Total Rate per week of 35 hours. $	Column 2 110% Rate per week of 35 hours. $
(i) Deputy	79.61	87.57

Dated at Collie this 14th day of July, 1972.

ARTHUR E. KAY,
Chairman, Western Australian Coal Industry Tribunal.

Filed in my office this 14th day of August, 1972

L. Y. HITCHEN,
Acting Industrial Registrar W.A. Industrial Commission.

DEPUTIES.

Award No. 19 of 1954.

MINING ACT, 1904-1971.

Part XIII, Division 1.

Before the Western Australian Coal Industry Tribunal, held at Collie.

Application No. 17 of 1972.

Between the Collie Districts Deputies Union of Workers, Applicants, and the Griffin Coal Mining Co. Ltd. and Western Collieries Ltd., Respondents.

The Collie Deputies' Award, 1954: Application for Commonwealth Conciliation and Arbitration Commission National Wage Case increase of $2.00 per week to be applicable to all classifications in Award from 22/5/72.

Decision and Order.

THIS application is granted.

Award Order and Prescribe that the Collie Deputies' Award, 1954, as amended and consolidated be further amended by increasing the rate of pay by an amount per week which after the 10 per cent. is added will give a $2.00 per week increase, such increase to be effective on and from the 22nd May, 1972. However, should the decision of the Tribunal of the 12th March, 1971, granting the 10 per cent. increase

be reversed or revoked then the increase now granted per week shall be increased to $2.00 per week. The Attendance Allowance is increased by an amount of 40c for adults with proportionate increases for both Junior Male and Females.

The said award will be amended by deleting subclause (b)(i) of clause 9, Rates of Pay and subclause (1)(aa) of clause 24, Attendance allowance and inserting in lieu thereof:—

9. Rates of Pay:

(b)

	Column 1 Total Rate per week of 35 hours	Column 2 110% Rate per week of 35 hours
	$	$
(i) Deputy	81.43	89.57

24. Attendance Allowance:

(1) (aa) For the purposes of this clause, a shift at the appropriate rate shall mean the attendance allowance payable being that rate set out hereunder:—

$13.46 per fortnight.

Dated at Collie this 14th day of July, 1972.

ARTHUR E. KAY,
Chairman, Western Australian Coal Industry Tribunal.

Filed in my office this 14th day of August, 1972.

L. Y. HITCHEN,
Acting Industrial Registrar, W.A. Industrial Commission.

ENGINEERING.

Award No. 1 of 1953.

MINING ACT, 1904-1971.

Part XIII. Division 1.

Before the Western Australian Coal Industry Tribunal, held at Collie.

Application No. 15 of 1972.

Between Amalgamated Engineering Union of Workers, Collie Branch and the Australasian Society of Engineers Industrial Union of Workers Western Australian Branch, Applicants, and The Griffin Coal Mining Co. Ltd. and Western Collieries Ltd., Respondents.

The Engineers' Coal Mining Award, 1953: Application for Commonwealth Conciliation and Arbitration Commission National Wage Increase of $2.00 per week to be applicable to all Classifications in Award from 22/5/72.

Decision and Order.

THIS application is granted.

Award Order and Prescribe that the Engineers' Coal Mining Award 1953 as amended and consolidated be further amended by increasing the rate of pay by an amount per week which after the 10% is added will give a $2.00 per week increase, such increase to be effective on and from the 22nd May, 1972. However should the decision of the Tribunal of the 12th March, 1971 granting the 10% increase be reversed or revoked then the increase now granted per week shall be increased to $2.00 per week. The Attendance Allowance is increased by an amount of 40c for adults with proportionate increases for both Junior Male and Females.

The said award will be amended by deleting subclause (a) (i) of Clause 6 Wages and (d) of Clause 23. Apprentices and Clause 24, 1 (a) (i) Attendance Allowance and inserting in lieu thereof:—

6. Wages:

(a) (i) The minimum total rate per week for adult workers and tradesmen shall be:—

Column 1 Number	Column 2 Classification	Column 3 Total Rate per week of 35 hours.	Column 4 110% Rate per week of 35 hours.
		$	$
1.	Blacksmith, welder	77.98	85.78
2.	Fitter, Turner, machinist, motor mechanic	77.98	85.78
3.	Electrical Fitter	77.98	85.78
4.	Millwright	77.98	85.78
5.	Fitter's Assistant, Blacksmith's Striker, Lamproom Mechanic	69.35	76.29

	Column 3 Total Rate per week of 35 hours. $	Column 4 110% Rate per week of 35 hours. $
23. Apprentices:		
(d) The rates of wages for apprentices shall be the undermentioned percentages rates of a tradesman prescribed in this award i.e. $85.78 per week.		
(i) Five-year Term—	%	$
First Year	24	20.59
Second Year	32	27.45
Third Year	42	36.03
Fourth Year	57	48.89
Fifth Year	71	60.90
Four-year Term—		
First Year	26	22.30
Second Year	42	36.03
Third Year	57	48.89
Fourth Year	71	60.90
Three-year Term—		
First Year	35	30.02
Second Year	57	48.89
Third Year	71	60.90

Attendance Allowance.

24. Attendance Allowance:

(a) (i) For the purposes of this clause "shift at the appropriate rate" shall mean the attendance allowance being for tradesmen that payable to a composite miner and for lamp room mechanics and assistant, that payable to open cut general duties workers as set out below:—

	$
1. Blacksmith, welder	13.46
2. Fitter, Turner, Machinist, Motor Mechanic	13.46
3. Electrical Fitter	13.46
4. Millwright	13.46
5. Fitter's assistant, Blacksmith's Striker, Lamproom Mechanic	12.16
6. Leading Hand—	
(i) Tradesmen's allowance plus	0.44
(ii) Tradesmen's allowance plus	0.85
(iii) Tradesmen's allowance plus	1.25
7. Apprentices—	
5-year Term—	
1st Year	5.05
2nd Year	5.82
3rd Year	6.79
4th Year	8.34
5th Year	9.83
4-year Term—	
1st Year	5.21
2nd Year	6.79
3rd Year	8.34
4th Year	9.83
3-year Term—	
1st Year	6.10
2nd Year	8.34
3rd Year	9.83

Dated at Collie this 14th day of July, 1972.

ARTHUR E. KAY,
Chairman, Western Australian Coal Industry Tribunal.

Filed in my office this 14th day of August, 1972.

L. Y. HITCHEN,
Acting Industrial Registrar, W.A. Industrial Commission.

ENGINE DRIVERS.

Award No. 61 of 1954.

MINING ACT, 1904-1971.

Part XIII, Division 1.

Before the Western Australian Coal Industry Tribunal, Held at Collie.

Application No. 16 of 1972.

Between the Collie Federated Engine Drivers and Firemen's Union of Workers of Western Australia, Applicants, and the Griffin Coal Mining Co. Ltd. and Western Collieries Ltd., Respondents.

The Collie Engine Drivers Award, 1954: Application for Commonwealth Conciliation and Arbitration Commission National Wage Case increase of $2.00 per week to be applicable to all classifications in Award from 22/5/72.

Decision and Order.

THIS application is granted.

Award Order and Prescribe that the Collie Engine Drivers Award, 1954, as amended and consolidated be further amended by increasing the rate of pay by an amount per week which after the 10 per cent. is added will give a $2.00 per week increase, such increase to be effective on and from the 22nd May, 1972. However, should the decision of the Tribunal of the 12th March, 1971, granting the 10 per cent. increase be reversed or revoked then the increase now granted per week shall be increased to $2.00 per week. The Attendance Allowance is increased by an amount of 40c for adults with proportionate increases for both Junior Male and Females.

The said award will be amended by deleting subclause (b)(i) of clause 5, Rates of Wages, and subclause (1)(c) of clause 19, Attendance Allowance and inserting in lieu thereof:—

5. Rates of Wages:

(b) (i)

Column 1 Number	Column 2 Classification	Column 3 Total Rate per week of 35 hours.	Column 4 110% Rate per week of 35 hours.
		$	$
1.	Winding Engine Drivers	70.09	77.10
2.	Navvy Drivers	78.60	86.46
3.	Bulldozer and Grader Driver	72.57	79.83
4.	Tractor	69.03	75.93
5.	Carryall Driver	69.03	75.93
6.	Dragline Driver (Walking) 4 to 6 yard capacity	80.55	88.61
7.	Diesel Engine Driver doing regular greasing	69.35	76.29
8.	Crane Driver (not exceeding lifting capacity 5 tons)	59.26	65.19
9.	Tournapull Driver	70.68	77.75
10.	Twin Euclid Scraper Driver	74.09	81.50
11.	Earthmoving Equipment Operator—		
	(Special Rates)		
	(i) Walking Dragline (4 to 6 yard capacity Twin Euclid Scraper)	74.09	81.50
	(ii) DW 21, Model C and CAT 619 Scraper Pusher Dozer Excavator up to 6 yards	72.11	79.32
	(iii) All other equipment— Diesel Engine Driver doing regular greasing	69.35	76.29
	Special rates shall apply only when work is carried on subject to the provisions of subclause (bb) of this clause.		

Attendance Allowance.

19. Attendance Allowance:

(1) (c) For the purposes of this clause, a shift at the appropriate rate shall mean the attendance allowance payable being those rates set out hereunder:—

Number	Classification	Attendance Allowance Shift Entitlement per fortnight $
1.	Winding Engine Driver	12.27
2.	Navvy Driver	13.73
3.	Bulldozer and Grader Driver	12.72
4.	Tractor Driver	12.12
5.	Carryall Driver	12.12
6.	Dragline Driver (Walking) 4-6 yards capacity	13.95
7.	Diesel Engine Driver doing regular greasing	12.16
8.	Crane Driver (not exceeding lifting capacity 5 tons)	10.71
9.	Tournapull Driver	12.36
10.	Twin Euclid Scraper Driver	12.82
11.	Earthmoving Equipment Operator—	
	(Special Rates)	
	(i) Twin Euclid Scraper	12.82
	(ii) DW 21, Model C and CAT 619 Scrapers, Push Dozers, Excavator up to 6 yards	12.59
	(iii) All other equipment	12.16

Dated at Collie this 14th day of July, 1972.

ARTHUR E. KAY,
Chairman, Western Australian Coal Industry Tribunal.

Filed in my office this 14th day of August 1972.

L. Y. HITCHEN,
Acting Industrial Registrar, W.A. Industrial Commission.

MINING.

Award No. 4 of 1953.

MINING ACT, 1904-1971.

Part XIII, Division 1.

Before the Western Australian Coal Industry Tribunal, Held at Collie.
Application No. 12 of 1972.

Between the Coal Miners' Industrial Union of Workers of Western Australia, Collie, Applicants, and the Griffin Coal Mining Co. Ltd. and Western Colleries Ltd., Respondents.

The Coal Mining Industry (Miners' Western Australia) Award, 1953: Application for Commonwealth Conciliation and Arbitration Commission National Wage Case increase of $2 per week to be applicable to all classifications in Award from 22/5/72.

Decision and Order.

THIS application is granted.

Award Order and Prescribe that the Coal Mining Industry (Miners' Western Australia) Award, 1953, as amended and consolidated be further amended by increasing the rate of pay by an amount per week which after the 10 per cent. is added will give a $2.00 per week increase, such increase to be effective on and from the 22nd May, 1972. However should the decision of the Tribunal of the 12th March, 1971, granting the 10 per cent. increase be reversed or revoked then the increase now granted per week shall be increased to $2.00 per week. The Attendance Allowance is increased by an amount of 40c for adults with proportionate increases for both Junior Male and Females.

The said award will be amended by deleting subclauses (b) (ii), (c) (i) and (d) of clause 6, Rates of Wages, and subclause (c) of clause 31, Attendance Allowance, and inserting in lieu thereof:—

Clause 6.—Rates of Wages:

(b) (ii) In addition to the earnings of a Mine timber cutter working on contract rates he shall be paid an amount of $45.09 per week: (110% rate per week $52.10).

(c) (i) Workers of the age of 19 years and upwards shall be paid not less than the following total rate per week.

Column 1 Number	Column 2 Classification	Column 3 Total Rate per week of 35 hours.	Column 4 110% Rate per week of 35 hours.
		$	$
1.	Mine timber cutter	70.09	77.10
2.	Prospect surface driller	72.57	79.83
3.	Prospect surface driller—first hand on failing 750 rotary drill	78.67	86.54
4.	Labourers on surface	53.75	59.13
5.	Motor truck driver including open cut of		
	(i) motors with a carrying capacity of up to but not exceeding 3 tons	56.83	62.51
	(ii) motors with a carrying capacity of over 3 tons but not exceeding 5 tons	59.27	65.20
	(iii) of motors with a carrying capacity of over 5 tons but not exceeding 8 tons	59.95	65.94
	(iv) of motors with a carrying capacity of over 8 tons but not exceeding 10 tons	65.02	71.52
	(v) of motors with a carrying capacity of over 10 tons but not exceeding 12 tons	68.04	74.84
	(vi) of motors with a carrying capacity of 12 tons but not exceeding 13 tons	69.23	76.15
	(vii) of motors with a carrying capacity of 13 tons but not exceeding 14 tons	70.22	77.24
	(viii) of motors with a carrying capacity of 14 tons but not exceeding 15 tons	71.64	78.80
	(ix) of motors with a carrying capacity of over 15 tons but not exceeding 18 tons	72.45	79.70
	(x) of motors with a carrying capacity of over 18 tons but not exceeding 20 tons	73.00	80.30
	(xi) of motors with a carrying capacity of over 20 tons but not exceeding 22 tons	73.55	80.90
	(xii) of motors with a carrying capacity of over 22 tons but not exceeding 25 tons	74.36	81.80
	(xiii) of motors with a carrying capacity of over 25 tons but not exceeding 30 tons	75.73	83.30
	(xiv) of motors with a carrying capacity of over 30 tons but not exceeding 35 tons	77.09	84.80
	(xv) of motors with a carrying capacity of over 35 tons but not exceeding 40 tons	78.46	86.31
	(xvi) of motors with a carrying capacity of over 40 tons but not exceeding 45 tons	79.82	87.80
	(xvii) of motors with a carrying capacity of over 45 tons but not exceeding 50 tons	81.19	89.31
	(xviii) provided that special rates shall be fixed to apply to vehicles over 50 tons.		
	(xix) Stores truck driver	69.35	76.29
6.	Mechanical Units:		
	(i) Loaderman—scraper loader	70.09	77.10
	(ii) Loaderman—joy and other loaders	70.09	77.10
	(iii) Continuous miner operator	70.09	77.10
	(iv) Arc wall cutters and borer	70.09	77.10
	(v) Coal cutting machineman	70.09	77.10
	(vi) Coal boring machineman	69.35	76.29
	(vii) Shuttle car driver	70.09	77.10
	(viii) Mechanical unit lubricator	68.38	75.22
	(ix) Faceman	65.63	72.19
	(x) Shiftman	65.63	72.19
	(xi) Conveyor assembler	65.63	72.19
	(xii) Wheeler packer	62.50	68.75
	(xiii) Electric loco driver	62.02	68.22
	(xiv) Wheeler—assistant generally	59.75	65.72
	(xv) Timber erecting machine operator	68.47	75.32
	(xvi) Electric loco shunter	56.70	62.37

	Column 3 Total Rate per week of 35 hours $	Column 4 110% Rate per week of 35 hours $
7. Open Cut Workers:		
(i) Bulldozer and grader driver	72.57	79.83
(ii) Tournapull driver	70.68	77.75
(iii) Twin Euclid scraper driver	74.09	87.50
(iv) Worker (General duties)	69.35	76.29
(v) Earthmoving equipment operator—		
Special rates—		
(a) Twin Euclid scraper	74.09	81.50
(b) DW21, Model C and CAT 619 scrapers; pusher dozer	72.11	79.32
(c) All other equipment	69.35	76.29
Special rates shall apply only when work is carried on subject to the provisions of subclause (cc) of this clause.		
(cc) For the purpose of this subclause earthmoving contractors shall have the unfettered right to allocate to their employees engaged upon earthmoving at open cuts, all duties directly associated with the working of earthmoving equipment without regard to seniority and may freely transfer any employee from one classification on earthmoving equipment to another without making good any reduction in rate, provided that where a worker is reduced in grade, the rate payable to him shall not be less than the intermediate rate.		
(vi) Borer shotfirer	72.57	79.83
8. Pumper	73.25	80.57
9. Miner—composite duties	77.98	85.78
(a) Gangman (as now employed in the flying gang Western No. 2)	77.98	85.78
10. (a) Driver of light rubber tyred tractor used in carriage of material or equipment	59.27	65.20
(b) (i) driver of scooptrams when used underground for the filling of coal or stone	77.98	85.78
(ii) driver of scooptrams when used underground for the carriage of material	70.09	77.10
(iii) driver of scooptrams when used for loading or carriage of earth or coal on the surface	72.57	79.83
11. Shiftman, general duties	70.09	77.10
12. Surface hand—general duties	62.50	68.75
(d) Junior Workers: When employed on the surface (including open cuts) Juniors shall be paid the undermentioned percentages rates of the Surface Hand General Duties Rates as prescribed in this Award, i.e. $68.75 per week:—		
	%	$
Under 16 years of age	44	30.25
16 years to 17	51	35.06
17 years to 18	58	39.88
18 years to 19	69	47.44
When employed underground, Juniors shall be paid the undermentioned percentages rates of the Underground Shiftman General Duties Rates as prescribed in this Award, i.e. $77.10 per week:—		
Under 16 years of age	42	32.38
16 years to 17	48	37.01
17 years to 18	54	41.63
18 years to 19	63	48.57

Nineteen years of age and over to be paid adult rates for the work being performed.

No Junior shall bring wagons from the dead end to the screens unless under the direction and control of the screenman. No Junior water baler shall be required to commence work before 8 a.m. unless under the supervision of an adult worker. No youth under the age of fifteen years shall be employed underground.

PART II.—ATTENDANCE ALLOWANCE.

31. Attendance Allowance:

(c) For the purposes of this clause and clause 32, a shift at the appropriate rate shall mean the attendance allowance being those rates set out hereunder:—

Number	Classification	Attendance Allowance Shift Entitlement per fortnight $
1.	Mine timber cutter	12.27
2.	Prospect surface driller	12.72
3.	Prospect surface driller—first hand on failing 750 rotary drill	13.79
4.	Labourers on surface	9.97
5.	Motor truck driver, including open cuts—	
	(i) of motors with a carrying capacity of up to but not exceeding 3 tons	10.36
	(ii) of motors with a carrying capacity of over 3 tons but not exceeding 5 tons	10.71
	(iii) of motors with a carrying capacity of over 5 tons but not exceeding 8 tons	10.81
	(iv) of motors with a carrying capacity of over 8 tons but not exceeding 10 tons	11.50
	(v) of motors with a carrying capacity of over 10 tons but not exceeding 12 tons	11.96
	(vi) of motors with a carrying capacity of over 12 tons but not exceeding 13 tons	12.17
	(vii) of motors with a carrying capacity of over 13 tons but not exceeding 14 tons	12.38
	(viii) of motors with a carrying capacity of over 14 tons but not exceeding 15 tons	12.60
	(ix) of motors with a carrying capacity of over 15 tons but not exceeding 18 tons	12.75
	(x) of motors with a carrying capacity of over 18 tons but not exceeding 20 tons	12.84
	(xi) of motors with a carrying capacity of over 20 tons but not exceeding 22 tons	12.94
	(xii) of motors with a carrying capacity of over 22 tons but not exceeding 25 tons	13.09
	(xiii) of motors with a carrying capacity of over 25 tons but not exceeding 30 tons	13.32
	(xiv) of motors with a carrying capacity of over 30 tons but not exceeding 35 tons	13.57
	(xv) of motors with a carrying capacity of over 35 tons but not exceeding 40 tons	13.82
	(xvi) of motors with a carrying capacity of over 40 tons but not exceeding 45 tons	14.06
	(xvii) of motors with a carrying capacity of over 45 tons but not exceeding 50 tons	14.30
	(xviii) provided that this method of assessing rates shall not apply to vehicles of over 50 tons for which special rates will be fixed.	
	(xix) Stores truck driver	12.16
6	Mechanical Units—	
	(i) Loadsman—scraper loader	12.27
	(ii) Loadsman—joy and other loaders	12.27
	(iii) Continuous miner operator	12.27
	(iv) Arc wall cutters and borer operators	12.27
	(v) Coal cutting machineman	12.27

Number	Classification	Attendance Allowance Shift Entitlement per fortnight $
	(vi) Coal boring machineman	12.16
	(vii) Shuttle car driver	12.27
	(viii) Mechanical unit lubricator	11.99
	(ix) Faceman	11.59
	(x) Shiftman	11.59
	(xi) Conveyor assembler	11.59
	(xii) Wheeler packer	11.20
	(xiii) Electric loco driver	11.15
	(xiv) Wheeler—assistant generally	10.78
	(xv) Timber erecting machine operator	12.02
	(xvi) Electric loco shunter	10.34
7.	Open Cut Workers—	
	(i) Bulldozer and grader driver	12.72
	(ii) Tournapull driver	12.36
	(iii) Twin euclid scraper driver	12.81
	(iv) Workers (General duties)	12.16
	(v) Earthmoving equipment operator—	
	(Special Rates)	
	(a) Twin euclid scraper	12.81
	(b) DW 21, Model C and CAT 619 scraper pusher dozer	12.52
	(c) All other equipment	12.16
	Special rates shall apply only when work is carried on subject to the provisions of subclause (cc) of this clause.	
	(cc) For the purpose of this subclause, earthmoving contractors shall have the unfettered right to allocate to their employees engaged upon earthmoving at open cuts, all duties directly associated with the working of earthmoving equipment with regard to seniority and may freely transfer any employee from one classification on earthmoving equipment to another without making good any reduction in rate provided that where a worker is reduced in grade, the rate payable to him shall not be less than the intermediate rate:	
	(vi) Borer shotfirer	12.72
8.	Pumper	12.27
9.	Miner—composite duties	13.46
	(a) Gangman (as now employed in the flying gang Western No. 2)	13.46
10.	(a) Driver of light rubber-tyred tractor used in carriage of materials or equipment	10.72
	(b) (i) driver of scooptrams when used underground for the filling of coal or stone	13.46
	(ii driver of scooptrams when used underground for the carriage of material	12.27
	(iii) driver of scooptrams when used for the loading or carriage of earth or coal on the surface	12.72
11.	Shiftman—general duties	12.27
12.	Surface hand—general duties	11.19
13.	Junior Workers:	
	(i) employed on surface—	
	Under 16 years of age	6.51
	16 to 17 years of age	7.21
	17 to 18 years of age	7.93
	18 to 19 years of age	9.02
	(i) employed underground—	
	Under 16 years of age	6.84
	16 to 17 years of age	7.55
	17 to 18 years of age	8.26
	18 to 19 years of age	9.33

Dated at Collie this 14th day of July, 1972.

ARTHUR E. KAY,
Chairman, Western Australian Coal Industry Tribunal.

Filed in my office this 14th day of August, 1972.

L. Y. HITCHEN,
Acting Industrial Registrar, W.A. Industrial Commission.