

INDEPENDENT STATE OF PAPUA NEW GUINEA.

CHAPTER NO. 174.

Industrial Relations.

GENERAL ANNOTATION.

ADMINISTRATION.

The administration of this Chapter was vested in the Minister for Labour and Employment at the date of its preparation for inclusion.

The present administration may be ascertained by reference to the most recent Determination of Titles and Responsibilities of Ministers made under Section 148(1) of the Constitution.

References in or in relation to this Chapter to—

“the Departmental Head”—should be read as references to the Secretary for Labour and Industry;

“the Department”—should be read as references to the Department of Labour and Industry.

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INDEPENDENT STATE OF PAPUA NEW GUINEA.

CHAPTER NO. 174.

Industrial Relations Act.

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INDEPENDENT STATE OF PAPUA NEW GUINEA.

CHAPTER NO. 174.

Industrial Relations Act.

Being an Act relating to the better development of industrial relations and the prevention and settlement of industrial disputes, to be incorporated and read as one with the *Industrial Organizations Act.*

PART I.—PRELIMINARY.

1. Interpretation.

In this Act, unless the contrary intention appears—

“award” means—

(a) an award made by a Tribunal in respect of an industrial dispute referred to it under Section 29 or 30; or

(b) an agreement deemed to be an award by virtue of Section 33;

“Board of Inquiry” means a Board of Inquiry established under Section 6;

“common rule” means a registered award declared to be a common rule under Section 46;

“Industrial Council” means an Industrial Council formed under Section 4;

“the Minimum Wages Board” means the Minimum Wages Board established by Section 10;

“party”, in relation to a matter arising before a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head in connexion with any provision of this Act, includes any person who, in its or his opinion, ought properly to be treated as a party;

“registered award” means an award that has been—

(a) registered by the Registrar; and

(b) notified in the National Gazette,

in accordance with this Act;

“registered determination of the Minimum Wages Board” means a determination of the Minimum Wages Board in respect of a matter referred to it under Section 14 that has been—

(a) registered by the Registrar; and

(b) notified in the National Gazette,

in accordance with this Act;

“the regulations” means any regulations made under this Act;

“this Act” includes the regulations;

“Tribunal” means an Arbitration Tribunal established under Section 18.

2. Application.

(1) Subject to Subsection (2), this Act applies to and in relation to the State and an authority constituted by or under a law.

(2) This Act does not apply to or in relation to a matter or thing to which the *Public Services Conciliation and Arbitration Act* or the *Teaching Service Conciliation and Arbitration Act*, or any other law relating to the settlement of trade or industrial disputes, applies.

3. Delegation.

The Departmental Head may, by writing under his hand, delegate to an officer all or any of his powers and functions under this Act (except this power of delegation).

PART II.—INDUSTRIAL MATTERS GENERALLY.

Division 1.—Industrial Councils.

4. Establishment of Councils.

(1) Any number of employers and employees in a trade or industry, and registered organizations representing any such employers or employees, may by agreement form an Industrial Council for the purpose of—

- (a) fostering the improvement of industrial relations between those employers and employees; and
- (b) encouraging the free negotiation of the terms and conditions of employment of those employees; and
- (c) promoting the peaceful settlement of disputes or differences as to the terms and conditions of employment of those employees.

(2) An Industrial Council formed under Subsection (1) shall consist of—

- (a) such representatives of the employers and employees; and
- (b) such members of any registered organizations representing the employers or employees,

as the employers and employees, or the registered organizations, as the case may be, determine.

(3) The members of an Industrial Council—

- (a) shall appoint, or may request the Departmental Head to appoint, as occasion requires one of their number to be Chairman of the Council; and
- (b) may terminate the appointment of the Chairman of the Council at any time.

(4) The method of calling of, and the procedure to be followed at, meetings of an Industrial Council are as determined by it.

5. Functions of Councils.

An Industrial Council may—

- (a) make arrangements for the alteration of, or for the settlement of disputes or differences as to, the terms and conditions of employment of the employees represented on the Council by—
 - (i) free negotiation; or
 - (ii) conciliation or arbitration otherwise than under Part III.; or
- (b) subject to Section 33, agree as to such terms and conditions of employment.

Division 2.—Boards of Inquiry.

6. Establishment of Boards.

(1) There shall be such Boards of Inquiry as the Head of State, acting on advice, establishes for the purposes of this Act.

(2) A Board of Inquiry shall consist of—

(a) a Chairman; and

(b) not less than three other members (of whom at least one shall not be an officer of the Public Service),

appointed by the Head of State, acting on advice, by notice in the National Gazette.

7. Functions of Boards.

(1) A Board of Inquiry shall inquire into and report on such matters as are referred to it under this Act.

(2) In respect of each matter referred to it under this Act, a Board of Inquiry shall submit a report to the Minister without delay.

(3) A Board of Inquiry may, if it thinks fit, make an interim report pending the submission of a report under Subsection (2).

(4) A Board of Inquiry may authorize a member of the Board to inquire into and report to it on any aspect of a matter referred to it under this Act.

(5) A member of a Board of Inquiry authorized under Subsection (4) has and may exercise for the purposes of the inquiry and report all the powers and functions of a Board of Inquiry under this Act.

8. Meetings of Boards.

(1) Meetings of a Board of Inquiry shall be held at such times and places as the Chairman of the Board determines or as the Head of State, acting on advice, directs.

(2) At a meeting of a Board of Inquiry—

(a) the Chairman shall preside; and

(b) all matters shall be determined in accordance with the majority of the votes of the members present; and

(c) in the event of an equality of votes on a matter, the Chairman has a casting, as well as a deliberative, vote.

(3) A Board of Inquiry may continue to act notwithstanding a vacancy in the office of a member of the Board, and an act, proceeding or requirement of a Board shall not be questioned or invalidated by reason only of a vacancy having occurred in the office of a member of the Board.

(4) Subject to this Act, the procedures of a Board of Inquiry are as determined by it.

9. Publication of reports.

Subject to this Act, the Minister may cause or permit to be published, in such manner as he thinks proper—

(a) the whole or any part of a report or interim report by a Board of Inquiry in respect of a matter referred to it under this Act; or

(b) any information obtained by a Board of Inquiry in the course of an inquiry under this Act.

Division 3.—Minimum Wages Board.

10. Establishment of Minimum Wages Board.

- (1) A Minimum Wages Board is hereby established.
- (2) The Minimum Wages Board shall consist of—
 - (a) a Chairman; and
 - (b) not less than four other members,

appointed by the Head of State, acting on advice, by notice in the National Gazette.

(3) The members of the Minimum Wages Board referred to in Subsection 2(b) shall be appointed ad hoc for each particular matter referred to the Board under this Act.

(4) If the membership of the Minimum Wages Board for the purposes of any matter referred to it includes a representative or representatives of employers or employees, the members shall be appointed in such a way as to ensure equal numbers of employers' and employees' representatives.

11. Conditions of employment of Chairman.

The tenure of office of the Chairman of the Minimum Wages Board and his terms and conditions of employment are as determined by the Head of State, acting on advice.

12. Oath and affirmation of office.

Before entering on the duties of his office, a member of the Minimum Wages Board shall take an oath or make an affirmation in the prescribed form.

13. Meetings of Minimum Wages Board.

(1) Meetings of the Minimum Wages Board shall be held at such times and places as the Chairman of the Board determines or as the Head of State, acting on advice, directs.

(2) At a meeting of the Minimum Wages Board—

- (a) the Chairman shall preside; and
- (b) all matters shall be determined in accordance with the majority of the votes of the members present; and
- (c) in the event of an equality of votes on a matter, the Chairman has a casting, as well as a deliberative, vote.

(3) The Minimum Wages Board may continue to act notwithstanding a vacancy in an office of a member of the Board (other than the office of the Chairman), and an act, proceeding or determination of the Board shall not be questioned or invalidated by reason only of a vacancy having occurred in the office of a member of the Board.

(4) Subject to this Act, the procedures of the Minimum Wages Board are as determined by it.

14. Reference of matters to Minimum Wages Board.

(1) Subject to this Act, the Head of State, acting on advice, may refer to the Minimum Wages Board for determination any matter relating to minimum wages and conditions of employment of employees other than apprentices, including matters relating to—

- (a) minimum rates of pay; and
- (b) allowable deductions from wages for—
 - (i) food, accommodation or issues supplied by employers; and

- (ii) recruitment and repatriation costs; and
- (c) deferred wages; and
- (d) allowances; and
- (e) penalty and overtime rates; and
- (f) hours of work; and
- (g) leave.

(2) In referring a matter to the Minimum Wages Board, the Head of State, acting on advice, shall specify the terms of reference of the Board in relation to the matter.

(3) The Head of State, acting on advice, shall cause a copy of the terms of reference to be given to the Registrar.

(4) A matter may be referred to the Minimum Wages Board notwithstanding the fact that it is the subject of, or is connected with, an industrial dispute, whether or not the dispute is the subject of other proceedings under this Act.

15. Effect of reference.

Notwithstanding this Act, where a matter has been, or is, referred to the Minimum Wages Board under Section 14—

- (a) no action, or further action, shall be taken under Part III. on any industrial dispute as to any thing within the terms of reference of the Board; and
- (b) no agreement shall be registered under Section 33 in relation to any such thing;

until—

- (c) the determination of the Board has been registered under Section 40; or
- (d) the end of a period of one month, or such further period as the Head of State, acting on advice, directs, after any reference of the determination to the National Executive Council under Section 41,

whichever first occurs.

16. Determinations by Minimum Wages Board.

(1) The Minimum Wages Board shall deal, without delay, with any matter referred to it under Section 14, and shall make a determination on it.

(2) A determination of the Minimum Wages Board may differentiate between different parts of the country, different industries and different occupations.

(3) Subject to Subsection (4), a determination of the Minimum Wages Board has no effect until the date on which it is notified in the National Gazette in accordance with Section 43.

(4) In a matter that has been referred to the Minimum Wages Board under Section 14, and is the subject of, or is related to, an industrial dispute, a determination of the Minimum Wages Board does not, except with the consent of all parties to the dispute, have effect before the date on which notice under Section 25 was given to the parties to the dispute unless—

- (a) the Minimum Wages Board for a special reason determines otherwise; and
- (b) the Head of State, acting on advice, consents.

(5) Each determination of the Minimum Wages Board shall be filed with the Registrar for registration.

17. Inconsistency with other determinations, etc.

A determination that is inconsistent with another such determination or with an award may be made by the Minimum Wages Board.

Division 4.—Arbitration Tribunals.

18. Establishment of Tribunals.

(1) The Head of State, acting on advice, may, by instrument under his hand, establish an Arbitration Tribunal to deal with an industrial dispute.

(2) The constitution of a Tribunal shall be as specified by the Head of State, acting on advice, in the instrument establishing the Tribunal.

(3) The Head of State, acting on advice—

(a) may at any time revoke the establishment of a Tribunal; and

(b) may establish another Tribunal to deal with the dispute in relation to which the first-mentioned Tribunal was established.

19. Oath and affirmation of office.

Before entering on the duties of his office, a member of a Tribunal shall take an oath or make an affirmation in the prescribed form.

20. Vacancies.

(1) Where a Tribunal inquiring into an industrial dispute consists of more than one person and a vacancy occurs in the membership of the Tribunal, the Tribunal may, with the consent of all parties to the dispute, continue to act notwithstanding the vacancy.

(2) Where a Tribunal continues to act by virtue of Subsection (1), an act, proceeding, determination or award of the Tribunal shall not be questioned or invalidated by reason of the vacancy.

21. Making of awards.

A Tribunal shall deal with the industrial dispute in relation to which it was established without delay, and in any case within—

(a) 21 days after the date of reference; or

(b) such further time as the Head of State, acting on advice, allows in the circumstances of a particular case.

Division 5.—Inspectors.

22. Duties of Inspectors.

For the purposes of this Act, an Inspector has such duties and shall make such investigations and reports in relation to the observance of this Act and of awards, common rules and registered determinations of the Minimum Wages Board as are prescribed or as the Departmental Head directs.

23. Powers of Inspectors¹.

(1) For the purposes of carrying out his duties under this Act, an Inspector may, subject to Subsection (2), at all reasonable times and with or without notice to any person—

- (a) enter on and inspect any premises, land, place, building, mine, vehicle, vessel or aircraft in or in respect of which—
 - (i) an industry or trade is carried on; or
 - (ii) work is being or has been done or commenced; or
 - (iii) any matter or thing is taking or has taken place,in relation to which—
 - (iv) there is an industrial dispute; or
 - (v) an award has been made; or
 - (vi) an offence against this Act is suspected; and
- (b) inspect any work, material, machinery, appliance, article, book or document in or on any such premises, land, place, vehicle, vessel or aircraft, and interview any employee in or on them or it; and
- (c) examine a person who is or is believed or suspected to be an employee; and
- (d) question any person in regard to any matter that in his opinion affects or may affect the employment, safety, health or welfare of employees; and
- (e) require any person to produce any document in his possession or control in any way relating to employees, and take a copy of or extract from any such document; and
- (f) require any person to produce any food, clothing or article in his possession or control that is issued or kept for issue to employees.

(2) A mine shall not be entered or inspected under Subsection (1) by a person other than a qualified inspector of mines or mining engineer except in the presence of a qualified inspector of mines or mining engineer.

PART III.—SETTLEMENT OF INDUSTRIAL DISPUTES.

24. Inquiries into industrial disputes, etc.

(1) Where an industrial dispute exists or is apprehended, the Head of State, acting on advice, may direct the Departmental Head to refer to a Board of Inquiry, for inquiry and report, any matter connected with the economic or industrial conditions of Papua New Guinea that is involved in the dispute.

(2) Where an industrial dispute exists or is apprehended, the Departmental Head may, with the approval of the Head of State, acting on advice—

- (a) inquire into the causes and circumstances of the dispute; or
- (b) if he thinks fit, refer to a Board of Inquiry, for inquiry and report, any matter that, in his opinion, is connected with or relevant to the dispute.

25. Report of industrial disputes.

(1) A person who is concerned or interested, or is likely to be concerned or interested, in an industrial dispute may report the dispute to the Departmental Head.

¹ But see Constitution, Section 44.

(2) An employer or an industrial organization who is a party to or is involved in an industrial dispute that gives rise, or seems likely to give rise, to a strike or lock-out, must immediately notify the Departmental Head or an officer of the Department.

Penalty: A fine not exceeding K100.00.

(3) If he has not already acted under this Part, the Departmental Head—

(a) shall inquire into an industrial dispute reported under Subsection (1) or (2); and

(b) may, by written notice or by telegram, require the parties to the dispute to enter into negotiations for the settlement of the dispute within 14 days after the date of the notice.

26. Negotiated settlements.

(1) Subject to Section 57, for the purpose of negotiating a settlement of an industrial dispute in a case where no registered organization of employers or employees exists that is, in the opinion of the Departmental Head, sufficiently representative of the employers or employees, or any of them, the employers or employees may, on the invitation of the Departmental Head, appoint such number of representatives, not exceeding five, as they think proper.

(2) The representatives appointed under Subsection (1) may act on behalf of the employers or employees by whom they were appointed in negotiating a settlement of the dispute.

(3) Subsections (1) and (2) apply notwithstanding any other law.

27. Assistance during negotiations.

(1) At any time during negotiations for the settlement of an industrial dispute, a party to the dispute may apply to the Departmental Head for assistance in the negotiations.

(2) On receipt of an application under Subsection (1), the Departmental Head shall—

(a) attend the negotiations; and

(b) endeavour to negotiate an agreement between the parties as to the terms of settlement of the dispute.

28. Compulsory conferences.

(1) Where notice under Section 25(3)(b) is given to the parties to an industrial dispute, then if—

(a) at any time before the expiration of the period of 28 days from the date of the notice—

(i) a party to the dispute has refused to negotiate, or to negotiate further, for the settlement of the dispute; or

(ii) the parties to the dispute consent; or

(b) at the expiration of the period referred to in Paragraph (a) no settlement of the dispute has been effected,

the Departmental Head may, subject to Subsection (2), by written notice to the parties to the dispute require them to attend a conference, at a time and place fixed in the notice, for the purpose of endeavouring to arrange a settlement of the dispute under his supervision.

(2) Where in a trade or industry in which there is an industrial dispute there is an arrangement for the settlement of industrial disputes by conciliation or arbitration that—

- (a) has been made in pursuance of an agreement between employers (or a registered organization representing employers) and employees (or a registered organization representing employees) in the trade or industry; and
- (b) applies to the parties to the dispute,

the Departmental Head shall not require the attendance of parties to a dispute in the trade or industry at a conference under Subsection (1) unless—

- (c) at the expiration of the period of 28 days referred to in Subsection (1)(a) no settlement of the dispute by means of the arrangement has been effected; or
- (d) a party to the dispute has refused to proceed, or to proceed further, under the arrangement; or
- (e) the parties to the dispute consent to or request the conference.

(3) Notwithstanding Subsections (1) and (2), where in his opinion it is desirable in the public interest to do so the Departmental Head may, whether or not notice has been given under Subsection (1) or Section 25, by written notice to the parties to an industrial dispute require them to attend a conference, at a time and place fixed in the notice, for the purpose of endeavouring to arrange, under his supervision, a settlement of the dispute.

(4) Except to the extent that the Departmental Head directs that it be held in public, a conference called under this section shall be held in private.

(5) At a conference called under this section, the Departmental Head shall preside and shall endeavour, by all means at his disposal—

- (a) to conciliate the parties to the dispute; and
- (b) to effect a settlement of the dispute.

(6) Where, under Subsection (5), the Departmental Head effects a settlement of an industrial dispute, the parties to the dispute shall record, in writing, the agreement as to the terms of settlement.

29. Reference of disputes to Tribunals.

(1) Where the Departmental Head is unable to effect under Section 28 a settlement of an industrial dispute, he shall report the dispute to the Minister.

(2) The Head of State, acting on advice—

- (a) shall, if so required by the parties to the dispute; or
- (b) may, if the Head of State, acting on advice, thinks fit,

direct the Departmental Head to refer an industrial dispute reported under Subsection (1) to a Tribunal for decision and the making of an award.

30. Special provision for certain disputes.

(1) This section applies to and in relation to an industrial dispute that—

- (a) in the opinion of the Head of State, acting on advice, is of such importance that, in the public interest, it should be dealt with as provided in this section; and
- (b) is so declared by him by notice in the National Gazette.

(2) Where in relation to an industrial dispute to which this section applies—

- (a) in the opinion of the Departmental Head no suitable means of settling the dispute exists; or
- (b) an attempt to negotiate a settlement of the dispute has failed; or
- (c) an attempt to conciliate the parties to the dispute has failed; or
- (d) in the opinion of the Departmental Head a settlement of the dispute is unduly delayed; or
- (e) 21 days have elapsed since the dispute was reported to the Departmental Head and no settlement has been negotiated; or
- (f) a party to the dispute so requests,

the Departmental Head shall, notwithstanding anything in this Part, report the dispute to the Minister.

(3) Where a dispute is reported to the Minister under Subsection (2), the Head of State, acting on advice, may, if he thinks it proper to do so, refer the dispute to a Tribunal for decision and the making of an award.

(4) Where the Departmental Head reports an industrial dispute to the Minister under Subsection (2) and the Head of State, acting on advice, thinks it proper to refer the dispute for settlement to a Tribunal, the reference shall be made within—

- (a) seven days from the date on which the dispute was reported to the Minister; or
- (b) such further time as the Head of State, acting on advice, allows in any particular case.

(5) The Head of State, acting on advice, may at any time refer an industrial dispute to which this section applies to a Tribunal for decision and the making of an award.

31. Inquiry on reference.

Where an industrial dispute is referred to a Tribunal under Section 29 or 30, the Tribunal shall—

- (a) inquire into the dispute without delay; and
- (b) make an award deciding the matters in issue between the parties to the dispute.

PART IV.—AWARDS.

32. Awards by Tribunals.

(1) An award of a Tribunal shall be made in such manner as is specified in the instrument establishing the Tribunal.

(2) An award of a Tribunal under this Act shall be filed with the Registrar for registration.

32A. Boards of Reference.

(1) A Board of Reference may be appointed by—

- (a) the Departmental Head with the consent of the parties to an industrial dispute; or
- (b) a Tribunal; or

(c) the Minimum Wages Board.

(2) The Departmental Head, or where the Board of Reference has been appointed by a Tribunal or the Minimum Wages Board, that Tribunal or that Board, may assign to a Board of Reference the function of allowing, approving, fixing, determining or dealing with in the manner and subject to the conditions specified in an award, a matter or thing which, under the award, may from time to time require to be allowed, approved, fixed, determined or dealt with by a Board of Reference.

(3) A Board of Reference appointed under this section may—

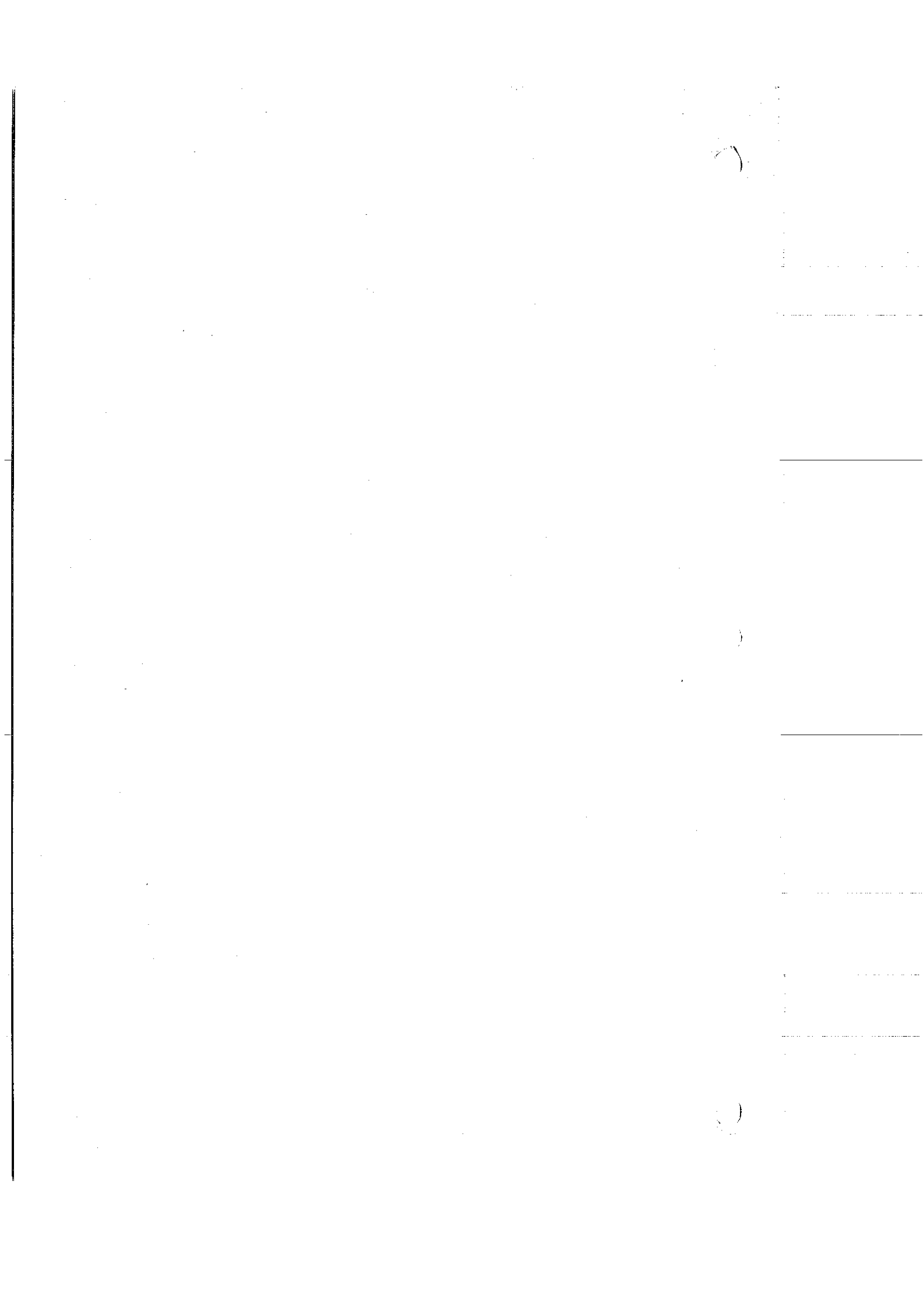
(a) consist of one or more persons; and

(b) include an officer of the Department.

(Added by No. 36 of 1978.)

33. Filing and registration of agreements.

(1) Subject to Sections 35 and 39, an agreement made under this Act between employers and employees and registered organizations, or any of them, shall be filed with the Registrar for registration and, on being registered, shall be deemed to be an award as between the parties to the agreement.



(2) Where in his opinion an agreement filed with him under Subsection (1) is inconsistent with the terms of a registered award binding on the parties to the agreement or some of them and, by reason of the inconsistency, ought not to be registered, the Registrar shall not register the agreement without the approval of the Head of State, acting on advice.

(3) Where in his opinion an agreement filed with him under Subsection (1) is inconsistent with the terms of a registered determination of the Minimum Wages Board, the Registrar shall not register the agreement without the approval of the Head of State, acting on advice.

34. Preference to members of organizations.

(1) In this section, "conscientious belief" means any conscientious belief, whether or not—

- (a) the grounds for the belief are of a religious character; and
- (b) the belief is part of the doctrine of any religion.

(2) An award may direct that preference shall, in relation to such matters, in such manner and subject to such conditions as are specified in the award, be given to such organizations or members of organizations as are so specified.

(3) Whenever in the opinion of a Tribunal it is necessary, for—

- (a) the prevention or settlement of an industrial dispute; or
- (b) ensuring that effect will be given to the purposes and objectives of an award; or
- (c) the maintenance of industrial peace; or
- (d) the welfare of society,

to direct that preference be given to members of organizations as provided by Subsection (2), the Tribunal shall so direct.

(4) Where—

- (a) an award has, under Subsection (2), directed that preference be given to members of an organization that is an association of employees; and
- (b) on application made to the Registrar in the prescribed form and manner a person satisfies the Registrar that the person's conscientious beliefs do not allow him to be a member of such an organization,

the Registrar shall, subject to Subsection (6), issue to the person a certificate to the effect that while the certificate, or a renewal of the certificate, is in force an employer bound by the award is not required by reason of the award to give preference to members of the organization over the applicant.

(5) A certificate under Subsection (4)—

- (a) remains in force for such period, not exceeding 12 months, as is specified in the certificate; and
- (b) subject to Subsection (6), may be renewed from time to time by the Registrar for such period, not exceeding 12 months, as the Registrar thinks proper.

(6) The Registrar—

- (a) shall not issue a certificate to a person under Subsection (4) in relation to a direction under Subsection (2) unless the person has paid to the Registrar such amount as would, in the opinion of the Registrar, be payable by the

person to the organization specified in the direction in respect of entrance fees and subscriptions if the person—

- (i) became a member of the organization on the day on which the certificate is to be issued; and
 - (ii) continued to be a member for the period during which the certificate is to remain in force; and
- (b) shall not renew the certificate unless the person has paid to the Registrar the amount that would, in the opinion of the Registrar, be payable by the person to the organization in respect of subscriptions if he—
- (i) were a member of the organization immediately before the renewal of the certificate; and
 - (ii) continued to be a member for the period during which the renewed certificate is to remain in force.

(7) The Registrar shall pay any amounts received by him under Subsection (6) into the Consolidated Revenue Fund.

35. Limitation of awards to industrial matters.

- (1) An award of a Tribunal shall relate to industrial matters only.
- (2) An agreement made and registered under this Act shall be deemed to be, and is enforceable as, an award only in relation to industrial matters.

36. Retrospectivity of awards.

(1) Subsection (2) does not apply in relation to an industrial dispute specified in Paragraph (g) of the definition of "industrial dispute" in Section 1(1) of the *Industrial Organizations Act*.

(2) Subject to Subsection (1), an award of a Tribunal under this Act does not, except with the consent of all parties to the dispute, have effect from a date before the date on which notice under Section 25 was given to the parties, unless—

- (a) the Tribunal for a special reason determines otherwise; and
- (b) the Head of State, acting on advice, consents.

37. Application of awards in certain cases.

(1) An interested party may apply to the Minister for the establishment of a Tribunal to determine any question relating to the application of an award, and the Minister may establish a Tribunal to decide the question.

- (2) A decision under Subsection (1) shall—
 - (a) be notified without delay to the parties concerned; and
 - (b) be filed with the Registrar for registration; and
 - (c) be deemed to be incorporated into and form part of the award in respect of which it is made.

38. Inconsistency with other awards and determinations.

(1) Subject to Subsection (2) and to Section 33 (2) and (3), an award may be made that is inconsistent with—

- (a) another award; or
- (b) a determination of the Minimum Wages Board.

(2) Where in his opinion an award filed with him for registration under this Act is inconsistent with the terms of a registered determination of the Minimum Wages Board, the Registrar shall not register the award without the approval of the Head of State, acting on advice.

39. Awards restricting employment.

This Act does not authorize an award or agreement that purports to oblige—

- (a) an employer to employ only—
 - (i) members of; or
 - (ii) persons who are willing to become, or do become, members of, a specified or any organization; or
- (b) an employee to restrict his entry into employment to, or to remain in employment only with, an employer who is—
 - (i) a member of; or
 - (ii) willing to become or does become a member of, a specified or any organization,

but this section does not affect any restrictions imposed by any other provision of this Act.

PART V.—REGISTRATION, DISALLOWANCE, ETC., OF AWARDS AND DETERMINATIONS.

40. Registration of awards.

Subject to this Act, the Registrar shall, in the prescribed manner, register an award or a determination of the Minimum Wages Board filed with him under this Act for registration.

41. Reference of award or determination to National Executive Council.

(1) Where the Registrar is of the opinion that an award or a determination of the Minimum Wages Board filed with him for registration under this Act—

- (a) in the case of an award—is inconsistent with a law; or
- (b) in the case of a determination—goes beyond the terms of reference of the Minimum Wages Board in relation to the matter in question; or
- (c) in any case, is—
 - (i) contrary to public policy; or
 - (ii) not in accordance with the best interests of Papua New Guinea,

he shall refer the award or determination to the National Executive Council for consideration, with details of his reasons for his opinion.

(2) The Registrar shall not register an award or determination to which Subsection (1) relates without the approval of the Head of State, acting on advice.

42. Disallowance of awards, etc.

(1) The Head of State, acting on advice, may at any time disallow—

- (a) an award or a registered award; or
- (b) a determination or a registered determination of the Minimum Wages Board, on the ground that the award or determination—
 - (c) is contrary to public policy; or

(d) is not in accordance with the best interests of Papua New Guinea.

(2) Notice of disallowance of a registered award or registered determination of the Minimum Wages Board shall be published in the National Gazette, and the award or determination ceases to have effect on the publication of the notice.

(3) The disallowance of a registered award or registered determination of the Minimum Wages Board—

- (a) does not affect any right or liability accrued or incurred before the date of publication of notice of the disallowance; and
- (b) revives, as from the date of publication of notice of the disallowance, any award or determination that was, wholly or in part, superseded or revoked (whether expressly or impliedly) by the disallowed award or determination.

43. Publication of awards, etc.

On the registration of an award or a determination of the Minimum Wages Board, the Registrar shall immediately cause to be published in the National Gazette notice of—

- (a) the making of the award or determination; and
- (b) the place where copies of the award or determination may be obtained.

44. Effect of awards, etc.

(1) An award or a determination of the Minimum Wages Board is of no force or effect until registered and notified in the National Gazette in accordance with this Act.

(2) Subject to this Act—

- (a) a registered award or a registered determination of the Minimum Wages Board is binding on the employers and employees to whom it relates; and
- (b) as from the date specified in the award or determination or, if no date is specified, the date of publication of the notice under Section 43 in relation to the award or determination—it is an implied term of the contract between the employers and the employees to whom it relates that the wages to be paid and the conditions of employment to be observed under the contract are in accordance with the award or determination until varied by a subsequent registered award or registered determination.

45. Copies of awards, etc.

On payment of the prescribed fee, any person may obtain from the Registrar a copy of a registered award or a registered determination of the Minimum Wages Board.

PART VI.—COMMON RULES.

46. Declaration of common rules.

(1) Where it appears to the Head of State, acting on advice, necessary or expedient to do so, the Head of State, acting on advice, may, by notice in the National Gazette, declare that the terms of a registered award are a common rule in relation to—

- (a) such employers or class of employers; or
- (b) such employees or class of employees; or
- (c) employment in such area,

as the Head of State, acting on advice, thinks proper.

(2) Before a common rule is declared under Subsection (1), the Head of State, acting on advice, shall publish in the National Gazette and in such other publications (if any) as the Head of State, acting on advice, thinks proper, a notice—

(a) specifying—

- (i) the employers or class of employers; or
- (ii) the employees or class of employees; or
- (iii) the area,

in relation to whom or to which it is proposed to declare a common rule; and

(b) advising that all persons and organizations interested and desiring to object may, on or before a date specified in the notice, present written objections.

(3) The Head of State, acting on advice, shall consider all objections made under Subsection (2).

47. Effect of gazettal of common rules.

(1) Subject to Subsection (2), on the publication of a notice under Section 46 (1) the registered award concerned has, notwithstanding anything in any other law, the same force and effect in relation to the persons or the area—

- (a) to which it relates; or
- (b) in relation to which it is declared to be a common rule,

as if it were an award made, registered and notified under this Act in relation to those persons or to employers and employees in that area, as the case may be.

(2) Nothing in Subsection (1) or in the award gives to an award declared to be a common rule, effect retrospective from the date of publication of the notice under Section 46(1).

48. Period of common rules.

Notwithstanding anything in a registered award that is declared to be a common rule under this Part, the award remains in force as a common rule until it is—

- (a) cancelled by the Head of State, acting on advice, by notice in the National Gazette; or
- (b) varied or terminated by a further registered award or common rule.

PART VII.—CONDUCT OF PROCEEDINGS.

49. Exclusion of other arbitration provisions.

Except as provided in this Act or in an award or an agreement made under this Act, no law relating to arbitration applies to any award, proceedings or matter under this Act.

50. Regulation of proceedings.

Subject to this Act, the procedure to be followed in proceedings before a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head under this Act are as prescribed or, in the absence of prescription, as determined by the Tribunal, the Board of Inquiry, the Minimum Wages Board or the Departmental Head, as the case may be.

51. Mediation.

(1) A Tribunal or the Departmental Head may—

- (a) at any stage of proceedings under this Act in respect of an industrial dispute, postpone or adjourn the proceedings if in its or his opinion an amicable settlement of the whole or part of the dispute may be come to by the parties; and
- (b) mediate or arrange consultation between the parties with a view to such a settlement.

(2) Mediation or consultation arranged under Subsection (1) may be in public or in private.

(3) Subject to Sections 35 and 39, an award may be made by consent of parties.

52. Evidence.

(1) In any proceedings relating to a matter under this Act, a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head is not bound to observe strict legal procedure or to apply technical rules of evidence, but shall inform itself or himself as to the matter by such means as in the circumstances are thought necessary, and for that purpose may, by order, require a person—

- (a) to furnish, in writing or otherwise, such particulars in relation to the matter as it or he requires; or
- (b) to attend before it or him and to give evidence on oath or otherwise; or
- (c) to answer any question or produce any document or thing that, in its or his opinion, is or may be relevant to the matter.

(2) For the purposes of this Act, a requirement of a Board of Inquiry, the Minimum Wages Board or a Tribunal purporting to have been made or given by the Board of Inquiry, the Minimum Wages Board or Tribunal shall be deemed to have been properly made or given if it is signed—

- (a) by the Chairman of the Board of Inquiry or the Minimum Wages Board, or by a member of the Tribunal, as the case requires; or
- (b) in the case of a matter into which a member of a Board of Inquiry is authorized to inquire under Section 7(4), by the member.

53. Representation.

In any proceedings before, or inquiry by, a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head under this Act, a person may be represented by his agent or by a lawyer.

54. Publicity of proceedings¹.

(1) Subject to Sections 51 and 55, proceedings before, and inquiries by, a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head under this Act shall be in public, unless the Tribunal, Board of Inquiry, the Minimum Wages Board or Departmental Head, as the case may be, for reasons affecting the public interest, orders otherwise.

(2) Subject to Sections 51 and 55, where any proceedings before, or inquiry by, a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head under

¹ See, also, Section 60.

this Act are in public, a fair and accurate report or summary of, and fair comment on, the proceedings or inquiry (including any evidence adduced) may be published, unless the Tribunal, Board of Inquiry, the Minimum Wages Board or Departmental Head, for reasons affecting the public interest, orders otherwise.

55. Protection of trade secrets, etc.

(1) In any proceedings before, or inquiry by, a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head under this Act, objection may be taken by a witness or party, or by the person entitled to the trade secret, that any information tendered as evidence relates to a trade secret, or to the profits or financial position of a witness or party.

(2) Where objection is taken under Subsection (1), information—

(a) shall not be given in evidence except by direction of the Tribunal, Board of Inquiry, the Minimum Wages Board or Departmental Head, as the case may be; and

(b) if given, shall not be published in a newspaper or otherwise without an order of the Tribunal, Board of Inquiry, the Minimum Wages Board or Departmental Head permitting such publication.

(3) Where a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head directs that information relating to a trade secret or to the financial position of a witness or party be given in evidence, the evidence shall, if the witness or party, or the person entitled to the trade secret so requests, be taken in private.

56. Inspection of books, etc.

Any book, paper, document or thing produced in evidence before a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head may be inspected—

(a) by the Tribunal, Board of Inquiry, the Minimum Wages Board or Departmental Head, as the case may be; and

(b) by such of the parties as the Tribunal, Board of Inquiry, the Minimum Wages Board or Departmental Head, as the case may be, allows.

57. Direction to register.

Where—

(a) the parties or witnesses, or any of them, in any proceedings before, or inquiry by, a Tribunal or the Departmental Head under this Act are not, or are not members of, a registered organization; and

(b) in the opinion of the Tribunal or the Departmental Head, the settlement or finalization of the proceedings or the inquiry would be facilitated by the registration of those parties or witnesses, or any of them, as a registered organization or organizations,

the Tribunal or the Departmental Head, as the case may be, may—

(c) direct them, or any of them, to apply to the Registrar for registration; and

(d) adjourn the proceedings or inquiry to enable application to be made accordingly.

PART VIII.—OFFENCES.

58. Failure to comply with awards, etc.

A person who contravenes or fails to comply with a provision of a registered award, a common rule or a registered determination of the Minimum Wages Board is guilty of an offence.

Penalty: A fine not exceeding K100.00, and, in addition, in the case of a second or subsequent offence that is a continuing offence a fine not exceeding K10.00 for each day or part of a day for which the offence continues.

59. Powers of National Court as to enforcement of awards, etc.

(1) The National Court may—

- (a) order compliance with an award proved to the satisfaction of the Court to have been broken or not observed; or
- (b) prohibit an organization or any other person from committing or continuing a contravention of this Act or a breach or non-observance of an award.

(2) The Principal Legal Adviser may, on behalf of the State, and in the public interest, apply to the National Court for an order under Subsection (1), but this subsection does not prejudice any right that any other person has to apply for such an order.

(3) Without prejudice to the operation of any other law providing for their enforcement, the powers of the National Court under Subsection (1) apply also in relation to—

- (a) awards, common rules and orders prescribing, directly or indirectly, terms and conditions of employment and made under a law other than this Act; and
- (b) provisions in force by virtue of such an award, common rule or order.

60. Unauthorized publication.

Subject to Part VII, a person who—

- (a) publishes the whole or part of a report or interim report by a Board of Inquiry in respect of a matter referred to it under this Act; or
- (b) discloses any matter or information coming to the knowledge of, or obtained by, a Board of Inquiry in the course of an inquiry by it,

without having first obtained the permission of the Minister and the consent of any other person to which that permission is subject, is guilty of an offence.

Penalty: A fine not exceeding K100.00.

61. Failure to answer questions, etc.

(1) A person who, without reasonable excuse (proof of which is on him)—

- (a) refuses or fails—
 - (i) to answer questions or to produce documents or things lawfully required under this Act; or
 - (ii) to obey an order, direction or requirement lawfully made or given under this Act; or

- (b) hinders or obstructs a person in the performance of his functions or the exercise of his powers under this Act,

is guilty of an offence.

Penalty: A fine not exceeding K100.00.

(2) Where a person fails to obey an order, direction or requirement lawfully made or given under this Act, in addition to any penalty imposed on him under Subsection (1) the court imposing the penalty may, in its discretion, order him to be imprisoned until the order in respect of which the penalty is imposed is obeyed.

(3) It is a defence to a prosecution for an offence against Subsection (1) for failing without reasonable excuse to produce a document or thing if the defendant proves that the document or thing is not relevant to the matter in connexion with which the production was required.

62. Offences in relation to hearings.

A person who—

- (a) wilfully insults or disturbs—

- (i) a Tribunal, a Board of Inquiry, or the Minimum Wages Board; or

- (ii) a member of a Tribunal, a Board of Inquiry, or the Minimum Wages Board; or

- (iii) the Departmental Head,

when it and or he is exercising powers or functions in or in relation to any proceeding or inquiry under this Act; or

- (b) interrupts any proceedings or inquiry before a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head under this Act,

is guilty of an offence.

Penalty: A fine not exceeding K200.00 or imprisonment for a term not exceeding six months, or both.

63. Injuring employee or employer on account of industrial action.

(1) An employer who—

- (a) dismisses an employee; or

- (b) injures him in his employment; or

- (c) alters his position to his prejudice,

because the employee—

- (d) is entitled to the benefit of an award; or

- (e) has appeared as a witness or has given evidence in any proceedings under this Act; or

- (f) being a member of an organization that is seeking better industrial conditions—is dissatisfied with his conditions,

is guilty of an offence.

Penalty: A fine not exceeding K100.00.

(2) An employee who ceases work in the service of his employer because the employer—

- (a) is entitled to the benefit of an award; or

(b) has appeared as a witness or has given evidence in any proceedings under this Act,

is guilty of an offence.

Penalty: A fine not exceeding K50.00.

(3) In a prosecution for an offence against this section, if all the facts and circumstances constituting the offence, other than the reason for the defendant's action, are proved, proof that he was not actuated by the reason alleged in the charge is on the defendant.

(4) Where an employer has been convicted of an offence against this section, the court that convicts him may—

(a) order that the employee be reimbursed any wages lost by him; and

(b) direct that the employee be reinstated in his old position or in a similar position.

(5) Where the court making a direction under Subsection (4) is a District Court, the Court may, at the time of making the direction or on subsequent application to it by the Registrar or the employee concerned, order that in default of compliance with the direction the employer—

(a) if a natural person—be imprisoned for such time, not exceeding 12 months as the Court thinks proper; or

(b) if a corporation—be liable to a fine not exceeding K200.00, and in the case of a continuing default a fine not exceeding K20.00 for each day for which the default continues.

64. Penalties imposed by organizations on persons observing awards.

If—

(a) an organization; or

(b) the executive committee of an organization; or

(c) the management committee of a branch of an organization,

imposes, or declares that it imposes or that it intends to impose, a penalty, forfeiture or disability of any kind on a member of the organization by reason of the fact that the member has observed, is observing or intends to observe the terms of an award, the organization is guilty of an offence.

Penalty: A fine not exceeding K200.00.

65. Contracts entered into by agents of employers.

(1) For the purposes of this section, "person carrying on the business of an employment agency" includes a Native Employment Agent within the meaning of the *Native Employment Act 1958* (Adopted).

(2) A person carrying on the business of an employment agency who, as agent for an employer, makes a contract or agreement for the employment of an employee on terms and conditions less favourable to the employee than the terms and conditions of an award binding on the employer and employee is guilty of an offence.

Penalty: A fine not exceeding K200.00.

PART IX.—MISCELLANEOUS.

66. Fees and allowances.

A member of a Tribunal, a Board of Inquiry or the Minimum Wages Board (other than the Chairman of the Minimum Wages Board) shall be paid such fees and allowances (if any) as the Minister determines.

67. Delegation of duties, etc., of employers.

(1) In this section, unless the contrary intention appears—

“employee” includes a prospective employee;

“employer” includes a prospective employer.

(2) An employer may, by written notice to the Departmental Head, appoint a person in his full-time employment to have and perform such of the functions, duties and responsibilities of the employer under—

(a) this Act; or

(b) a registered award; or

(c) a registered determination of the Minimum Wages Board,

in relation to his employees and their accompanying dependants and his transit employees, or such of them as are specified in notice, other than any function, duty or responsibility that is specifically imposed by this Act or any such award or determination on the actual employer.

(3) For the purposes of this Act, the officer of the Public Service, or the officer of an authority constituted by or under any law, having immediate authority over an employee shall be deemed to have been appointed under this section to perform all the functions, duties and responsibilities of the State or of that authority, as the case may be, under this Act, and under all registered awards and registered determinations of the Minimum Wages Board, in relation to the employee.

(4) For the purposes of this Act, a person appointed or deemed to have been appointed under this section shall be deemed to be the employer in relation to the performance of the functions, duties and responsibilities for which he was appointed or is deemed to have been appointed, but this section does not relieve the actual employer of any of his duties or responsibilities (whether civil or criminal) under this Act, a registered award or a registered determination of the Minimum Wages Board.

(5) Where a person appointed or deemed to have been appointed under this section is, by virtue of Subsection (4), charged with an offence against this Act, it is a defence if he proves that, within the resources made available to him and the authority vested in him, he took all reasonable steps to ensure compliance with the provision of this Act or of any registered award or registered determination of the Minimum Wages Board in relation to which the charge is made.

68. Regulations.

The Head of State, acting on advice, may make regulations, not inconsistent with this Act, prescribing all matters that by this Act are required or permitted to be prescribed, or

that are necessary or convenient to be prescribed for carrying out or giving effect to this Act, and in particular for—

- (a) prescribing and regulating generally the procedure to be followed in proceedings before a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head; and
 - (b) prescribing the method of filing and registering awards and determinations of the Minimum Wages Board; and
 - (c) prescribing the forms to be used and the fees to be paid in connexion with any matter arising under this Act; and
 - (d) prescribing the returns to be made, records to be kept and notices to be given under this Act; and
 - (e) the imposition of penalties of fines not exceeding K50.00 for offences against the regulations.
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INDEPENDENT STATE OF PAPUA NEW GUINEA.

CHAPTER NO. 174.

Industrial Relations Regulation.

ARRANGEMENT OF SECTIONS.

1. Oath and affirmation of office.
2. Filing of awards, etc.
3. Record of proceedings.
4. Representation of organizations.
5. Address for service.
6. Notice to parties of hearing of dispute.
7. Summons to witnesses.
8. Substituted service of documents.
9. Notice of delegation.
10. Transcripts.
11. Searches.
12. Fees.

SCHEDULES.

SCHEDULE 1.—

FORM 1.—Notice Fixing Time and Place for Hearing of an Industrial Dispute.

FORM 2.—Summons to Witness.

FORM 3.—Notice to Departmental Head of Delegation of Employer's Powers.

SCHEDULE 2.—Oath and Affirmation of Office.

SCHEDULE 3.—Fees.

INDEPENDENT STATE OF PAPUA NEW GUINEA.

CHAPTER NO. 174.

Industrial Relations Regulation.

MADE under the *Industrial Relations Act.*

1. Oath and affirmation of office.

The prescribed oath and affirmation to be taken under Section 12 or 19 of the Act shall be as set out in Schedule 2.

2. Filing of awards, etc.

(1) The Registrar shall register, in a Register Book to be kept for the purpose—

- (a) subject to Section 33 of the Act, all agreements referred to in that section; and
- (b) all awards made by a Tribunal; and
- (c) all determinations made by the Minimum Wages Board.

(2) The Registrar shall file the original copies of—

- (a) all agreements made under the Act; and
- (b) all awards made by a Tribunal; and
- (c) all determinations of the Minimum Wages Board.

3. Record of proceedings.

(1) A member of a Tribunal, or the Chairman of a Board of Inquiry or of the Minimum Wages Board, shall cause a sufficient record of the proceedings before the Tribunal, Board of Inquiry or the Minimum Wages Board, as the case may be, to be kept, including—

- (a) a record of the parties appearing or represented; and
- (b) the submissions (if any) made by each party and the reasons (if any) stated in support of their submissions; and
- (c) the decision of the Tribunal or the Minimum Wages Board, or the report of the Board of Inquiry, as the case may be.

(2) On the termination of the proceedings—

- (a) the records prescribed by Subsection (1); and
- (b) all other papers and documents used in connexion with the proceedings,

shall be forwarded by a member of the Tribunal or by the Chairman of the Board of Inquiry or the Minimum Wages Board, as the case may be, to the Registrar.

4. Representation of organizations.

(1) Except where otherwise expressly provided by the Act or this Regulation if—

- (a) a summons, application, notice or other document is required by the Act or this Regulation to be taken out, made, given or signed; or

(b) an act is required to be done,

on behalf of an organization, the summons, application, notice or document may be taken out, made, given or signed, or the act may be done, on behalf of the organization—

(c) by an officer or person duly authorized under the rules of the organization to represent the organization in proceedings under the Act; or

(d) in the absence of express provision in the rules—by a person authorized by resolution of the organization or by the executive committee to represent the organization either generally in proceedings under the Act, or specially.

(2) A member of a Tribunal the Chairman of a Board of Inquiry or of the Minimum Wages Board or the Departmental Head may require an officer of an organization or other person who, on behalf of the organization, submits a log of claims or an application, or proposes to take any steps, in proceedings before the Tribunal, the Board of Inquiry, the Minimum Wages Board or the Departmental Head, as the case may be, to produce a statutory declaration or affidavit setting out how he is authorized to act on behalf of the organization.

5. Address for service.

A document that is filed in connexion with a matter before a Tribunal, a Board of Inquiry, the Minimum Wages Board, or the Departmental Head shall be endorsed with the name and address of the party filing it, and the address so endorsed shall be deemed to be the address for service of the party.

6. Notice to parties of hearing of dispute.

(1) Where a dispute is referred to a Tribunal under Section 29 or 30 of the Act, a member of the Tribunal may, of his own motion or on the application of a party, fix a time and place for hearing the parties to the dispute, and persons claimed to be parties, with a view to the settlement of the dispute by arbitration.

(2) After a time and place has been fixed under Subsection (1), a member of the Tribunal shall issue a notice in Form 1.

7. Summons to witnesses.

(1) A requirement under Section 52(1)(b) of the Act shall be in Form 2, or in a form approved in a particular case by the Tribunal, the Board of Inquiry, the Minimum Wages Board or the Departmental Head, as the case may be.

(2) Any number of witnesses may be included in one requirement, but a copy served need contain only the name of the witness on whom it is served.

8. Substituted service of Documents.

(1) Where provision is made for personal or other service of a document in proceedings before a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head, it or he may, subject to the Act, make such order—

(a) for substituted or other service; or

(b) for the substitution for the service otherwise required of notice by letter, telegram, public advertisement or otherwise,

as it or he thinks proper.

(2) Where a Tribunal, a Board of Inquiry, the Minimum Wages Board or the Departmental Head orders that notice by telegram or public advertisement be substituted for the service otherwise required, the notice shall contain such particulars as the Tribunal,

the Board of Inquiry, the Minimum Wages Board or the Departmental Head, as the case may be, directs.

9. Notice of delegation.

A notice of appointment under Section 67(2) of the Act by an employer or a prospective employer shall be in Form 3.

10. Transcripts.

One copy of any transcript of proceedings before a Tribunal, as prepared for the Tribunal, shall, subject to any limitations on its availability that are determined by the Tribunal, be made available free of charge to each party to the proceedings.

11. Searches.

(1) Subject to the Act and to Subsection (2), a person may inspect the proceedings in any matter on payment of the prescribed fee.

(2) Subsection (1) does not authorize the inspection of, or of the relevant transcript of, any evidence—

(a) given, tendered or taken in private, under Section 51 or 55 of the Act; or

(b) that the Tribunal, the Board of Inquiry, the Minimum Wages Board or the Departmental Head before which or whom it was given, tendered or taken directs should not be subject to inspection under that subsection.

12. Fees.

(1) The fees payable in respect of matters under the Act or this Regulation are as set out in Schedule 3.

(2) Fees shall be paid in advance, and the Registrar may refuse to receive or issue a document, or to do an act or permit an inspection, in respect of which a fee is payable until the fee is paid.

Industrial Relations

SCHEDULES.

SCHEDULE 1.

PAPUA NEW GUINEA.
Industrial Relations Act.

Act, Secs. 29, 30.

Form 1.

Reg., Sec. 6.

NOTICE FIXING TIME AND PLACE FOR HEARING OF AN INDUSTRIAL DISPUTE.

You are claimed to be a party to an industrial dispute in relation to the following industrial matters or in which the following claims are being made by *(set out names of claimants)* against *(set out names of other parties)*, namely :—

(Set out matters or claims)

You are notified that the industrial dispute will be heard by _____ at _____ a.m./p.m. on 19 _____, at _____, which are the time and place fixed for hearing the parties to the dispute.

You may appear and be heard at the time and place so fixed.

If you do not satisfy the Tribunal within 14 days after the service on you of this notification or within the time between that service and the conclusion of the hearing of the industrial dispute, whichever first occurs, that you are not a party to the industrial dispute, you will be bound by any award made by it in settlement of the dispute.

Dated _____ 19 _____.

Member of the Tribunal.

To—Each of the persons and organizations mentioned above *(or the name and address of person to whom notice is to be given)*.

PAPUA NEW GUINEA.
Industrial Relations Act.

Act, Sec. 52(1).

Form 2.

Reg., Sec. 7.

SUMMONS TO WITNESS.

(Title of proceedings).

To *(name of witness)*

You are summoned to attend before *(state whether a Tribunal, a Board of Inquiry, the Minimum Wages Board, or Departmental Head)* at _____ a.m./p.m. on _____ 19 _____, and from day to day until the hearing of the above-mentioned matter is completed or until you are excused from further attendance, to give evidence in relation to the subject matter of these proceedings.

You are required to bring with you and produce the following books, documents and things :—

(Set out books, etc., required)

Dated _____ 19 _____.

Member of Tribunal *(or* Chairman of Board of Inquiry *or* Chairman of the Minimum Wages Board *or* the Departmental Head).

Industrial Relations

Ch. No. 174

PAPUA NEW GUINEA.

Industrial Relations Act.

Act, Sec. 67.

Form 3.

Reg., Sec. 9.

NOTICE TO DEPARTMENTAL HEAD OF DELEGATION OF EMPLOYER'S POWERS.

Notice is given that (*insert name*), a person in the full-time employment of (*insert employer's full name; if a business firm give trading name in full*) of (*if a business firm give address of principal place of business; if a company give address of registered office, registered agent, etc.*), has been appointed to have and perform the following functions, duties and responsibilities :—

for the purposes of Section 67 of the *Industrial Relations Act*, for which I am responsible under that Act (*or a registered award or a registered determination of the Minimum Wages Board*) in relation to my employees, prospective employees, accompanying dependants and transit employees (*or the following employees, prospective employees, accompanying dependants and transit employees, or as the case may be*), other than such functions, duties or responsibilities as are specifically required by that Act, award or determination to be actually performed by me.

Dated 19 .

(*Signature of Employer.*)

(*If a company, to be signed by a Director, the Secretary, Agent or other authorized officer.*)

SCHEDULE 2.

PAPUA NEW GUINEA.

Act, Secs., 12, 19.

Reg., Sec. 1.

OATH AND AFFIRMATION OF OFFICE.

Oath.

I, , do swear that I will well and truly serve the Independent State of Papua New Guinea and its People in the office of Chairman of the Minimum Wages Board (*or member of the Minimum Wages Board or member of an Arbitration Tribunal*) under the *Industrial Relations Act*, and that I will do right to all manner of people according to law, without fear or favour, affection or ill-will.

So help me God!

Affirmation.

I, , do solemnly and sincerely promise and declare that I will well and truly serve the Independent State of Papua New Guinea and its People in the office of Chairman of the Minimum Wages Board (*or member of the Minimum Wages Board or member of an Arbitration Tribunal*) under the *Industrial Relations Act*, and that I will do right to all manner of people according to law, without fear or favour, affection or ill-will.

SCHEDULE 3.

Reg., Sec. 12.

FEES.

- | | | |
|----|--|--|
| 1. | For the issue of a copy of a printed registered award (or registered determination of the Minimum Wages Board) | As priced by the Government Printer. |
| 2. | For the inspection of documents filed with the Registrar | K0.50 for each document. |
| 3. | For providing a copy of any form or document | K0.09 per folio of 70 words. |
| 4. | For each additional copy prepared at the same time | Free. |
| 5. | Copy of transcript of proceedings | K0.09 per folio of 70 words (except where made available to a party under Section 10). |

INDEPENDENT STATE OF PAPUA NEW GUINEA

CHAPTER NO 174.

Industrial Relations.

SUBSIDIARY LEGISLATION.

1. Act, Section 43—

(a) Gazettal of industrial agreements and awards¹.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
(Not numbered in Gazette)	Rabaul Stevedoring Award 1963 (industrial agreement between Burns Philp (New Guinea) as employers and Albert and 36 others as employees) ² .	13 February 1963, re-affirmed 16 May 1963.	6 June 1963.
(Not numbered in Gazette)	Barclay Bros. (New Guinea) Limited as employers and R. Bradford and 11 others as employees, industrial agreement between ² .	14 June 1963.	27 June 1963.
No. 3 of 1963.	Kavieng Stevedoring Award 1963 (industrial agreement between Burns Philp (New Guinea) Limited and William John Meehan as employers and Pranis of Maiom, Lawa of Lamekot and Pius of Pasa, acting on behalf of themselves and as agents for the other persons from the Tidak, Kara and Nalik language groups in the Tikana Local Government Council area employed from time to time in stevedoring operations at Kavieng as employees) ² .	13 March 1963, re-affirmed 2 July 1963.	25 July 1963.
4 of 1963.	Airline Pilots Award 1963 (industrial agreement between Australian National Airlines Commission (Trans-Australia Airlines) and Ansett-Mandated Airlines Proprietary Limited as employers and pilots in the employ of those employers and who are members of the Australian Federation of Air Pilots as employees) ² .	5 July 1962. ³	15 August 1963.
5 of 1963.	Madang Urban Cash Wage Award 1963 (industrial agreement between Madang Chamber of Commerce as employers and Madang Workers' Association as employees) ² .	16 December 1963 (w.e.f. 14 December 1963).	19 December 1963.
1 of 1964.	Ansett-MAL Airline Employees Madang Award 1964 (industrial agreement between Ansett-Mandated Air Lines as employers and Madang Workers' Association as employees) ² .	23 August 1963 (w.e.f. 23 August 1963).	16 January 1964.

¹ Due to the nature of such agreements and awards, no attempt has been made to show which are current and how any of them may have been affected after registration.

² No further details given in Gazette notification.

³ *Sic*, in Gazette. However, neither the *Industrial Relations Act 1962* nor the *Industrial Organizations Act 1962* came into force until 28 March 1963.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
2 of 1964.	Airline Pilots Award 1964 (industrial agreement between Australian National Airlines Commission (Trans-Australia Airlines) and Mandated Airlines Proprietary Limited (Ansett-MAL) as employers and pilots in the employ of the said employers and who are members of the Australian Federation of Air Pilots) ¹ .	16 January 1964.	6 February 1964.
3 of 1964.	Wewak Stevedoring Award 1964 (industrial agreement between Emil Glaus as employer and Yak/Pandaboki and others as employees with respect to stevedoring operations in the Port of Wewak).	18 April 1964.	23 April 1964.
4 of 1964.	Wewak Urban Cash Wage Award 1964 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Wewak Workers' Association as employees with respect to an urban cash wage at Wewak).	20 April 1964.	23 April 1964.
5 of 1964 ² .	Rabaul Urban Cash Wage Award 1964 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Rabaul Workers' Association as employees with respect to the urban cash wage at Rabaul).	23 April 1964 (w.e.f. 23 April 1964).	30 April 1964.
6 of 1964.	Madang Urban Cash Wage Award 1964 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Madang Workers' Association as employees with respect to the urban cash wage at Madang).	16 September 1964 (w.e.f. 5 October 1964).	24 September 1964.
7 of 1964.	Rabaul Shipping Award 1964 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Rabaul Workers' Association as employees with respect to all employees employed as members of ships' crew by members of the Employers' Federation on vessels operating out of the Port of Rabaul).	3 October 1964 (w.e.f. 1 October 1964).	8 October 1964.
8 of 1964.	Goroka Urban Cash Wage Award 1964 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Goroka Workers' Association as employees with respect to an urban cash wage at Goroka).	24 November 1964 (w.e.f. 4 December 1964).	3 December 1964.
1 of 1965 ² .	Kavieng Urban Cash Wage Award 1965 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and The New Ireland Workers' Association ³ as employees with respect to an urban cash wage at Kavieng).	20 January 1965 (w.e.f. 5 February 1965).	28 January 1965.
2 of 1965 ² .	Port Moresby Urban Cash Wage Award 1965 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Port Moresby Workers' Association as employees with respect to an urban cash wage at Port Moresby).	26 February 1965 (w.e.f. 12 March 1965).	4 March 1965.

¹ No further details given in Gazette notification.

² Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

³ *Sic*, in Gazette. The name of the association, as gazetted under the *Industrial Organizations Act*, was "New Ireland District Workers' Association".

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
3 of 1965 ¹ .	Lae Urban Cash Wage Award 1965 ² (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Lae Workers' Association as employees with respect to urban cash wage at Lae).	10 March 1965 (w.e.f. 26 March 1965).	18 March 1965.
4 of 1965.	Wau-Bulolo Timber Industry (Annual Leave) Award 1965 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Timber Industry Workers' Association of Wau-Bulolo as employees with respect to annual leave for employees engaged in the timber industry in the Wau Subdistrict employed by members of the Employers' Federation).	29 April 1965 (w.e.f. 1 January 1965).	6 May 1965.
5 of 1965.	Port Moresby Qualified Tradesmen Award 1965 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Port Moresby Workers' Association as employees with respect to terms and conditions of employment for qualified tradesmen at Port Moresby).	9 June 1965 (w.e.f. 25 June 1965).	17 June 1965.
6 of 1965.	Industrial Award as between Clementsons (N.G.) Pty. Ltd. as employers and John Pantopoulos and others as employees ³ .	30 June 1965.	2 September 1965.
7 of 1965.	Industrial Award (by consent) as between Clementsons (N.G.) Pty. Ltd. as employers and Alwynn Lougher and others as employees ³ .	13 July 1965.	2 September 1965.
8 of 1965.	South Pacific Post Pty. Ltd. (Printing Industry) Award 1965 (industrial agreement between South Pacific Post Pty. Ltd. as employers and E. C. Bennett, representing D. Stewart and 14 other employees of the Company, as employees with respect to terms and conditions of employment of employees of the company engaged outside Papua New Guinea and directly engaged in the printing industry).	7 September 1965 (w.e.f. 3 September 1965 for 5 years).	16 September 1965.
9 of 1965.	Rabaul Qualified Tradesmen Award 1965 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Rabaul Workers' Association as employees with respect to terms and conditions of employment for qualified tradesmen at Rabaul).	24 August 1965 (w.e.f. 1 September 1965).	16 September 1965.
10 of 1965.	Lae Stevedoring Award 1965 (industrial agreement between— (a) Employers' Federation of Papua-New Guinea; and (b) Rabaul Stevedores Limited, as employers and Biam/Tai, Buka/Biu, Kwila/Elaa, Kedy/Yatu and Kukil/Nain, acting on behalf of themselves and as agents for other persons employed in stevedoring operations in the Port of Lae, as employees with respect to stevedoring operations in the Port of Lae).	25 November 1965.	2 December 1965.

¹ Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

² So entitled in the heading to the Gazette notification (and later in the declaration of the award as a Common Rule—see list p. 68 et seq. In the body of the notification, it was (incorrectly) called "Lae Urban Cash Award 1965".

³ No further details given in Gazette notification.

Number.	Title and subject.	Date of making.	Date of gazetal of registration.
1 of 1966.	Samarai Urban Cash Wage and Leave Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Milne Bay District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Samarai).	17 March 1966 (w.e.f. 21 March 1966).	24 March 1966.
2 of 1966.	Port Moresby Stevedoring Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Port Moresby Workers' Association as employees with respect to stevedoring operations in the Port of Port Moresby).	18 March 1966.	24 March 1966.
3 of 1966.	Popondetta Urban Cash Wage and Leave Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Northern District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Popondetta).	21 March 1966 (w.e.f. 25 March 1966).	31 March 1966.
4 of 1966.	New Britain District Certificated Tradesmen Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Rabaul Workers' Association as employees with respect to terms and conditions of employment for certificated tradesmen in the New Britain District).	29 April 1966 (w.e.f. 16 May 1966).	12 May 1966.
5 of 1966.	Rabaul Stevedoring Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea and Rabaul Stevedores Limited as employers and Rabaul Workers' Association as employees with respect to stevedoring operations in the Port of Rabaul).	7 April 1966 (w.e.f. 7 April 1966).	19 May 1966.
6 of 1966.	Port Moresby Qualified Tradesmen Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Port Moresby Workers' Association as employees with respect to terms and conditions of employment for qualified tradesmen in the Port Moresby Subdistrict).	9 July 1966 (w.e.f. 9 July 1966).	28 July 1966.
7 of 1966.	Rabaul Qualified Tradesmen Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Rabaul Workers' Association as employees with respect to terms and conditions of employment for qualified tradesmen in the Rabaul Subdistrict).	9 July 1966 (w.e.f. 9 July 1966).	11 August 1966.
8 of 1966.	Lae Qualified Tradesmen Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Lae Workers' Association as employees with respect to terms and conditions of employment for qualified tradesmen in the Lae Subdistrict).	24 August 1966 (w.e.f. 1 July 1966).	8 September 1966.

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Number.	Title and subject.	Date of making.	Date of gazettal of registration.
9 of 1966.	Lae Annual and Sick Leave Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Lae Workers' Association as employees with respect to the granting of annual and sick leave to all employees at present covered by the Lae Urban Cash Wage Award 1965 (No. 3 of 1965) and the Lae Qualified Tradesmen Award 1966 (No. 8 of 1966).	24 August 1966 (w.e.f. 1 July 1966).	8 September 1966.
10 of 1966.	Goroka Annual and Sick Leave Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Goroka Workers' Association as employees with respect to the granting of annual and sick leave to all employees at present covered by the Goroka Urban Cash Wage Award 1964 (No. 8 of 1964)).	24 August 1966 (w.e.f. 1 July 1966).	8 September 1966.
11 of 1966.	Wau-Bulolo Timber Industry Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Timber Industry Workers' Association of Wau-Bulolo as employees with respect to terms and conditions of employment of employees engaged in the timber industry in the Wau Subdistrict.)	10 September 1966 (w.e.f. 10 September 1966).	29 September 1966.
12 of 1966.	Milne Bay District Shipping Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Milne Bay District Workers' Association as employees with respect to members of ships' crew on vessels operating out of the ports within the Milne Bay District).	3 October 1966.	20 October 1966.
13 of 1966.	Kavieng Stevedoring Award 1966 (industrial agreement between Employers' Federation of Papua-New Guinea and William John Meehan as employers and New Ireland District Workers' Association as employees with respect to stevedoring operations in the Port of Kavieng).	31 October 1966 (w.e.f. 31 October 1966).	10 November 1966.
14 of 1966.	Port Moresby Shipping Award 1966 (industrial agreement between Employers' Federation of Papua and ¹ New Guinea as employers and Port Moresby Workers' Association as employees with respect to members of ships' crew on vessels operating out of the Port of Port Moresby).	21 December 1966.	5 January 1967.
1 of 1967.	Port Moresby Shipping Award 1967 (industrial agreement between Employers Federation of Papua and New Guinea ¹ as employers and Port Moresby Workers' Association as employees with respect to members of ships' crew operating out of the Port of Port Moresby).	10 January 1967 (w.e.f. 5 January 1967).	2 February 1967.

¹ *Sic*, in Gazette.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
2 of 1967.	Madang Qualified Tradesmen Award 1967 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Madang Workers' Association as employees with respect to terms and conditions of employment for qualified tradesmen in the Madang Subdistrict).	20 January 1967 (w.e.f. 1 February 1967).	2 February 1967
3 of 1967.	Madang Annual and Sick Leave Award 1967 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Madang Workers' Association as employees with respect to the granting of annual and sick leave to all employees at present covered by the Madang Urban Cash Wage Award 1964 (No. 6 of 1964) and the Madang Qualified Tradesmen Award 1967 (No. 2 of 1967)).	20 January 1967 (w.e.f. 1 December 1966).	2 February 1967.
4 of 1967.	Mount Hagen Urban Cash Wage and Leave Award 1967 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Western Highlands District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage in the towns of Mount Hagen and Kagamuga).	20 January 1967 (w.e.f. 20 January 1967).	2 February 1967.
5 of 1967.	Northern District Sawmilling and Timber Industry Award 1967 (industrial agreement between Northern District Sawmilling and Timber Company as employers and Northern District Workers' Association as employees with respect to terms and conditions of employment of employees engaged in the sawmilling and timber industry in the Northern District employed by the Northern District Sawmilling and Timber Company).	2 February 1967 (w.e.f. 2 February 1967).	16 February 1967.
6 of 1967.	Wewak Stevedoring Award 1967 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Wewak Workers' Association as employees with respect to stevedoring operations in the Port of Wewak).	30 March 1967 (w.e.f. 31 March 1967).	6 April 1967.
7 of 1967.	Wewak Urban Cash Wage and Leave Award 1967 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Wewak Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Wewak).	30 March 1967 (w.e.f. 1 April 1967).	6 April 1967.
8 of 1967.	Rabaul Urban Cash Wage and Leave Award 1967 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Rabaul Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Rabaul).	11 May 1967 (w.e.f. 26 May 1967).	25 May 1967.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
9 of 1967.	Royal Papua and New Guinea Constabulary Award 1967 ¹ (award as between Commissioner of Police and Police Association of Papua and New Guinea) ² .	24 May 1967.	22 June 1967.
10 of 1967.	Hoskins Sawmilling and Timber Industry Award 1967 (industrial agreement between Thompson and Wright Pty. Ltd. as employers and Anton-Bom Bom of Pililo Village, Ben Tuvai of Pilapili Village, Akwi-Kunie of Sambuli Billage, Rufus-Philip of Sasembata Village and Pius-Waramu of Buluma Village, representing themselves and other employees, as employees with respect to terms and conditions of employment of employees engaged in the sawmilling and timber industry in the West New Britain District employed by the Company).	15 June 1967 (w.e.f. 1 July 1967).	29 June 1967.
11 of 1967.	Lae Urban Cash Wage and Leave Award 1967 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Lae Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Lae).	12 July 1967 (w.e.f. 8 July 1967).	27 July 1967.
12 of 1967.	Wakunai Sawmilling and Timber Industry Award 1967 (industrial agreement between Teperoi Timbers Pty. Ltd. as employers and Malki-Bola of Nanganana Village, Petos-Lisa of Kumdong Village, Beta-Ramu of Tantaileke Village and Leslie Aron of Gadovisu Village, representing themselves and other employees, as employees with respect to terms and conditions of employment of employees engaged in the sawmilling and timber industry in the Bougainville District employed by Teperoi Timbers Pty. Ltd.).	22 July 1967 (w.e.f. 3 July 1967).	10 August 1967.
13 of 1967.	Madang Urban Cash Wage and Leave Award 1967 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Madang Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Madang).	31 July 1967 (w.e.f. 11 August 1967).	10 August 1967.
14 of 1967.	Samarai Stevedoring Award 1967 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Milne Bay District Workers' Association as employees with respect to stevedoring operations in the Port of Samarai).	15 September 1967 (w.e.f. 1 October 1967).	5 October 1967.
15 of 1967.	Royal Papua and New Guinea Constabulary Award (No. 2) 1967 ³ (consent award as between Commissioner of Police and Police Association of Papua and New Guinea concerning the composition of the Police Promotions Appeal Tribunal).	10 October 1967.	26 October 1967.

¹ Approved by the Administrator in Council.

² No further details given in Gazette notification.

³ Approved by the Administrator in Council.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
16 of 1967.	Madang Stevedoring Award 1967 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Madang Workers' Association as employees with respect to stevedoring operations in the Port of Madang).	14 November 1967 (w.e.f. 1 November 1967).	23 November 1967.
1 of 1968.	Royal Papua and New Guinea Constabulary (Allowances) Award 1968 (industrial agreement between Commissioner of Police and Police Association of Papua and New Guinea with respect to the payment of allowances to certain members of the Constabulary for the performance of specified duties).	10 January 1968.	1 February 1968.
2 of 1968.	Lae Stevedoring Award 1968 (industrial agreement between Employers' Federation of Papua and New Guinea ¹ as employers and Lae Workers' Association as employees with respect to stevedoring operations in the Port of Lae).	14 December 1967 (w.e.f. 15 January 1968).	29 February 1968.
3 of 1968.	Royal Papua and New Guinea Constabulary (Allowances No. 2) Award 1968 (industrial agreement between Commissioner of Police and Police Association of Papua and New Guinea with respect to the payment of allowances to certain members of the Constabulary for the performance of traffic duty in certain locations).	25 March 1968.	24 April 1968.
4 of 1968.	Lorengau Urban Cash Wage and Leave Award 1968 (industrial agreement between Employers' Federation of Papua and New Guinea ¹ as employers and Manus District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Lorengau).	30 May 1968 (w.e.f. 1 May 1968).	13 June 1968.
5 of 1968.	Rabaul Shipping Award 1968 (industrial agreement between Employers' Federation of Papua and New Guinea ¹ as employers and Rabaul Workers' Association as employees with respect to members of ships' crew on vessels operating out of the Port of Rabaul).	11 June 1968 (w.e.f. 8 June 1968).	11 July 1968.
6 of 1968.	Samarai-Alotau Urban Cash Wage and Leave Award 1968 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Milne Bay District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Samarai and Alotau).	24 July 1968 (w.e.f. 1 August 1968).	8 August 1968.
7 of 1968.	Popondetta Urban Cash Wage and Leave Award 1968 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Northern District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Popondetta).	24 July 1968 (w.e.f. 1 June 1968).	22 August 1968.

¹ *Sir, in Gazette.*

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Number.	Title and subject.	Date of making.	Date of gazettal of registration.
8 of 1968.	Cape Rodney Sawmilling and Timber Industry Award 1968 (industrial agreement between Pacific Island Timbers Ltd. as employers and Abau District Workers' Association as employees with respect to the terms and conditions of employment of employees engaged in the sawmilling and timber industry in the Abau Subdistrict employed by Pacific Island Timbers Ltd.).	16 August 1968 (w.e.f. 19 July 1968).	29 August 1968.
9 of 1968.	Vanimo Sawmilling and Timber Industry Award 1968 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and— (a) Petrus Polegila, Joseph Akoni and Michael Bratahi of the Vanimo Subdistrict; and (b) Norbert Kanawi and Benny John of the Angoram Subdistrict; and (c) Sarufa Eka of the Kukipi Subdistrict, representing themselves and other employees, as employees with respect to terms and conditions of employment of employees engaged in the sawmilling and timber industry in the Vanimo Subdistrict employed by Goldore Timber Company).	3 October 1968 (w.e.f. 1 May 1968).	31 October 1968.
10 of 1968.	Naval Civilian Workers (Lombrum) Award 1968 (industrial award between Australian Department of Navy, H.M.A.S. <i>Tarangau</i> , Lombrum as employers and Naval Workers' Branch of the Manus District Workers' Association as employees with respect to terms and conditions of employment of civilian employees employed at H.M.A.S. <i>Tarangau</i> , Lombrum by the employer).	26 November 1968 (w.e.f. 13 November 1968).	12 December 1968.
11 of 1968.	South Pacific Post Pty. Ltd. (Printing Industry) Award 1968 (industrial agreement between South Pacific Post Pty. Ltd. as employers and E. C. Bennett representing N. J. Fisher and 18 other employees of the Company as employees concerning terms and conditions of employment of adult expatriate employees directly engaged in the printing industry in Port Moresby by the employer).	30 August 1968 (w.e.f. 3 September 1968).	2 January 1969.
12 of 1968.	Papua New Guinea Printing Co. Pty. Ltd. Award 1968 (industrial agreement between Papua New Guinea Printing Co. Pty. Ltd. as employers and E. C. Bennett representing Darryl Nash as employee ¹ concerning the terms and conditions of employment of adult expatriate employees engaged in the printing industry by the employer).	19 December 1968 (w.e.f. beginning of pay period commencing on or next after 3 September 1968).	9 January 1969.

¹ Sic, "employer" in Gazette.

Number.	Title and subject.	Date of making.	Date of gazetal of registration.
1 of 1969.	Kieta Stevedoring Award 1969 (industrial agreement between Rabaul Stevedores Ltd. as employers and Biu, Mimironu, Tepona Taris, Kiria Meie, William Piau, Moike, Kioni and Kabu acting on behalf of themselves and as agents for other persons residing near Kieta with respect to stevedoring operations in the Port of Kieta).	12 March 1969.	10 April 1969.
2 of 1969 ¹ .	Rabaul General Employment Award 1969 ² (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Rabaul Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Rabaul).	20 March 1969 (w.e.f. beginning of first pay period commencing on or after 1 April 1969).	24 April 1969.
3 of 1969.	Kavieng Stevedoring Award 1969 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and New Ireland District Workers' Association as employees with respect to stevedoring operations in the Port of Kavieng).	31 October 1969 (w.e.f. 19 September 1969).	20 November 1969.
4 of 1969 ¹ .	Mount Hagen General Employment Award 1969 ² (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Western Highlands District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Mount Hagen).	24 September 1969 (w.e.f. beginning of first pay period commencing on or after 1 October 1969).	4 December 1969.
5 of 1969 ¹ .	Madang General Employment Award 1969 ² (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Madang Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Madang).	24 September 1969 (w.e.f. beginning of first pay period commencing on or after 1 October 1969).	4 December 1969.
6 of 1969 ¹ .	Kavieng General Employment Award 1969 ² (industrial agreement between Employers' Federation of Papua-New Guinea as employers and New Ireland District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Kavieng).	31 October 1969 (w.e.f. beginning of first pay period commencing on or after 1 September 1969).	4 December 1969.
7 of 1969.	Wewak Stevedoring Award 1969 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Wewak Workers' Association as employees with respect to stevedoring operations in the Port of Wewak).	14 November 1969 (w.e.f. 1 November 1969).	27 November 1969.
8 of 1969 ¹ .	Goroka General Employment Award 1969 ² (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Goroka Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Goroka).	19 November 1969 (w.e.f. beginning of first pay period commencing on or after 1 November 1969).	27 November 1969.

¹ Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

² Approved by the Administrator in Council.

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Number.	Title and subject.	Date of making.	Date of gazettal of registration.
9 of 1969.	Wewak General Employment Award 1969 ¹ (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Wewak Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Wewak).	14 November 1969 (w.e.f. beginning of first pay period commencing on or after 1 November 1969).	4 December 1969.
10 of 1969.	Samarai Stevedoring Award 1969 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Milne Bay District Workers' Association as employees with respect to stevedoring operations in the Port of Samarai).	16 December 1969 (w.e.f. 1 December 1969).	31 December 1969.
1 of 1970.	Port Moresby Waterside Workers' Award 1970 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Central District Waterside Workers' Union as employees with respect to stevedoring operations in the Port of Port Moresby).	7 November 1969 (w.e.f. 14 November 1969).	5 February 1970.
2 of 1970 ² .	Lae General Employment Award 1970 ¹ (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Lae Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Lae).	2 January 1970 (w.e.f. beginning of first pay period commencing on or after 1 January 1970).	5 February 1970.
3 of 1970 ² .	Milne Bay District Shipping Award 1970 ¹ (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Milne Bay District Workers' Association as employees with respect to members of ships' crew on vessels operating out of ports within the Milne Bay District).	16 December 1969.	5 February 1970.
4 of 1970 ² .	Samarai-Alotau General Employment Award 1970 ¹ (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Milne Bay District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Samarai and Alotau).	16 December 1969 (w.e.f. beginning of first pay period commencing on or after 1 December 1969).	5 February 1970.
5 of 1970.	Daru General Employment Award 1970 ¹ (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Western District Workers' Associations ³ as employees with respect to terms and conditions of employment and an urban cash wage at Daru).	22 December 1969 (w.e.f. beginning of first pay period commencing on or after 1 December 1969).	5 February 1970.

¹ Approved by the Administrator in Council.

² Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

³ *Sic*, in Gazette.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
6 of 1970.	<i>Popondetta General Employment Award 1970</i> ¹ (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Northern District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Popondetta).	22 December 1969 (w.e.f. beginning of first pay period commencing on or after 1 December 1969).	5 February 1970.
7 of 1970.	Cape Rodney Sawmilling and Timber Industry Award 1970 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Abau District Workers' Association as employees with respect to terms and conditions of employment of employees engaged in the sawmilling and timber industry in the Abau Subdistrict).	30 December 1969 (w.e.f. 12 December 1969).	12 February 1970.
8 of 1970.	Daru Stevedoring Award 1970 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Western District Workers' Association as employees with respect to stevedoring operations in the port of Daru).	30 December 1969 (w.e.f. 1 December 1969).	6 February 1970.
9 of 1970 ² .	Lae Stevedoring Award 1970 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Lae Workers' Association as employees with respect to stevedoring operations in the Port of Lae).	20 February 1970 (w.e.f. 1 March 1970).	5 March 1970.
10 of 1970.	Airline Pilots (Papuan Airlines Pty Ltd) Award 1970 (industrial agreement between Papuan Airlines Pty Ltd as employer and B. I. Crofts, representing the expatriate pilots in the employ of the Company, as employees concerning terms and conditions of employment of expatriate pilots directly engaged in the airline industry by the employer).	16 December 1969 (w.e.f. 16 December 1969).	5 March 1970.
11 of 1970.	Madang Stevedoring Award 1970 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Madang Workers' Association as employees with respect to stevedoring operations in the Port of Madang).	24 February 1970 (w.e.f. the arrival of the first ship on or after 1 March 1970).	12 March 1970.
12 of 1970.	<i>Rabaul Stevedoring Award 1970</i> (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Rabaul Workers' Association as employees with respect to stevedoring in the Port of Rabaul).	23 February 1970 (w.e.f. the arrival of the first ship on or after 1 March 1970).	9 April 1970.
13 of 1970.	<i>Port Moresby Building and Construction Industry Award 1970</i> ¹ (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Central District Building and Construction Industry Workers' Union as employees with respect to terms and conditions of employment of employees engaged in the building and construction industry in the Port Moresby area generally).	9 February 1970 (w.e.f. beginning of first pay period commencing on or after 9 February 1970).	16 April 1970.

¹ Approved by the Administrator in Council.

² Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

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Number.	Title and subject.	Date of making.	Date of gazettal of registration.
14 of 1970 ¹ .	<i>Port Moresby General Employment Award 1970</i> ² (industrial agreement between Employers' Federation of Papua-New Guinea as employers' and Port Moresby Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Port Moresby).	13 March 1970 (w.e.f. 13 March 1970).	14 May 1970.
15 of 1970.	<i>Kieta Stevedoring Award 1970</i> (industrial agreement between Rabaul Stevedores Ltd as employers and Biu-Sido, Mimironu-Kova, Bebeko Mungona, Tepona Taris, Moike Elengori and Monona Karipau, acting on behalf of themselves and as agents for other persons residing near Kieta, with respect to stevedoring operations in the Port of Kieta).	14 April 1970.	2 July 1970.
16 of 1970 ¹ .	<i>Lorengau General Employment Award 1970</i> ² (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Manus District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage at Lorengau).	21 August 1970 (w.e.f. beginning of first pay period commencing on or after 1 August 1970).	12 November 1970.
17 of 1970.	Bougainville Copper Project (Expatriate Construction Workers) Award 1970 (industrial agreement between Bougainville Copper Pty Limited, representing certain contractors, as employer, and Amalgamated Engineering Union (Australian Section) ³ and 18 other unions and organizations of employees representing expatriate manual employees, as employees, concerning terms and conditions of employment of expatriate manual construction workers engaged on construction work on the Bougainville Copper Project).	No date gazetted (w.e.f. 13 February 1970).	12 November 1970.
18 of 1970.	<i>Bougainville Copper Project (Indigenous Construction Workers) Award 1970</i> ² (industrial agreement between Bougainville Copper Pty Limited as employers and Bougainville Construction and General Workers' Union as employees concerning terms and conditions of employment of indigenous employees engaged in construction activities on the Bougainville Copper Project).	24 July 1970 (w.e.f. 16 June 1970).	19 November 1970.
19 of 1970.	Bougainville Mining Workers' (Local Employees) Award 1970 ² (industrial agreement between Bougainville Copper Pty Limited as employers and Bougainville Mining Workers' Union as employees concerning terms and conditions of employment of local employees engaged in work connected with the operations of the Company).	25 September 1970 (w.e.f. 16 June 1970).	24 December 1970.

¹ Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

² Approved by the Administrator in Council.

³ Apparently not registered under the *Industrial Organizations Act*.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
20 of 1970. ¹	<i>Kavieng General Employment Award 1970</i> ² (industrial agreement between Employers' Federation of Papua-New Guinea as employers and New Ireland District Workers' Association as employees with respect to terms and conditions of employment and wage rates in the Kavieng area).	19 November 1970 (w.e.f. first pay period commencing on or after 1 October 1970).	24 December 1970.
21 of 1970.	Port Moresby Waterside Workers' Award 1970 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Central District Waterside Workers' Union as employees with respect to stevedoring operations in the Port of Port Moresby).	4 December 1970 (w.e.f. 1 August 1970).	7 January 1971.
1 of 1971.	<i>Vanimo General Employment Award 1971</i> ² (industrial agreement between Employers' Federation of Papua-New Guinea as employers and West Sepik District Workers' Union as employees with respect to terms and conditions of employment and wage rates in the Vanimo town area and, in respect of those persons employed by the Goldore Timber Company, in the Vanimo Subdistrict).	30 November 1970 (w.e.f. 1 August 1970).	4 February 1971.
2 of 1971.	<i>Kikori Sawmilling and Timber Industry Award 1971</i> ² (industrial agreement between Employers' Federation of Papua and New Guinea ³ as employers and Gulf District Workers' Association as employees with respect to terms and conditions of employment of persons employed in the sawmilling and timber industry in the Kikori Subdistrict).	28 April 1971 (w.e.f. 5 February 1971).	24 June 1971.
3 of 1971.	Air Hostesses (Ansett Airlines of Papua and New Guinea) Award 1971 (award as between Ansett Airlines of Papua and New Guinea as employers and Air Hostesses Association of Papua and New Guinea as employees ⁴).	26 May 1971.	24 June 1971.
4 of 1971.	Naval Civilian Workers (Lombrum) Award 1971 (industrial agreement between Australian Department of Navy, H.M.A.S. <i>Tarangau</i> , Lombrum as employers and Lombrum Naval Civilian Workers' Association as employees with respect to terms and conditions of employment of indigenous civilian employees engaged at H.M.A.S. <i>Tarangau</i> , Lombrum, by the Australian Department of Navy).	16 April 1971 (w.e.f. 17 April 1971).	1 July 1971.
5 of 1971.	General Employment (Amending) Award 1971 (industrial agreement between Employers' Federation of Papua-New Guinea as employers and Federation of Workers' Associations of Papua New Guinea representing— (a) East Sepik District Workers' Association; and	15 June 1971 (w.e.f. beginning of first pay period commencing on or after 15 June 1971).	12 August 1971.

¹ Declared to be a Common Rule, *see* p. 68 et seq.

² Approved by Administrator in Council.

³ *Sic*, in Gazette.

⁴ *Sic*, in Gazette. The name of the association, as gazetted under the *Industrial Organizations Act*, was "Airline Hostesses' Association of Papua and New Guinea".

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
	(b) Goroka Workers' Association; and (c) Madang District Workers' Union; and (d) Manus District Workers' Association; and (e) Morobe District Workers' Association; and (f) New Ireland District Workers' Association; and (g) Northern District Workers' Association; and (h) Rabaul Workers' Association; and (i) Western District Workers' Association, as employees with respect to rates of pay in the towns of Daru, Goroka, Kavieng, Lae, Lorengau, Madang, Popondetta, Rabaul and Wewak).		
6 of 1971.	<i>Samarai-Alotau Stevedoring Industry Award 1971</i> ¹ (industrial agreement between Employers' Federation of Papua New Guinea as employers and Milne Bay District Workers' Association as employees with respect to terms and conditions of employment for employees engaged in or in connexion with stevedoring operations in the Ports of Samarai and Alotau).	9 August 1971 (w.e.f. arrival of first ships at the ports concerned on or after 2 August 1971).	19 August 1971.
7 of 1971.	<i>Rabaul Stevedoring Award 1971</i> (industrial agreement between Employers' Federation of Papua New Guinea as employers and Rabaul Workers' Association as employees with respect to terms and conditions of employment for employees engaged in or in connexion with stevedoring operations in the Port of Rabaul).	22 July 1971 (w.e.f. arrival of first ship at the port on or after 1 August 1971).	2 September 1971.
8 of 1971.	<i>Kerema General Employment Award 1971</i> ² (industrial agreement between Henry George Wilson of Kerema Traders as employer and Gulf District Workers' Association as employees with respect to terms and conditions of employment of employees of Henry George Wilson in the town of Kerema).	4 August 1971 (w.e.f. 1 July 1971).	23 September 1971.
9 of 1971.	<i>Bwagaioia General Employment Award 1971</i> ² (industrial agreement between Employers' Federation of Papua New Guinea as employers and Milne Bay District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage in the town of Bwagaioia).	9 August 1971 (w.e.f. 2 August 1971).	23 September 1971.
10 of 1971.	<i>Samarai-Alotau General Employment Award 1971</i> ² (industrial agreement between Employers' Federation of Papua New Guinea as employers and Milne Bay District Workers' Association as employees with respect to terms and conditions of employment and an urban cash wage in the towns of Samarai and Alotau).	9 August 1971 (w.e.f. 13 June 1971).	23 September 1971.

¹ So described in the heading to the Gazette notice (*Papua New Guinea Government Gazette* No. 12 of 19 August 1971, p. 220). In the body of the notice it was described as "*Samarai-Alotau General Employment Award 1971*", but in view of the subject-matter of the agreement as shown in the notice and of the fact that Award No. 10 of 1971 was properly described as "*Samarai-Alotau General Employment Award 1971*", it seems that the body of the notice was incorrect.

² Approved by the Administrator in Council.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
11 of 1971.	South Pacific Post Pty Ltd (Printing Industry) Award 1971 (industrial agreement between South Pacific Post Pty Ltd as employers and Alan J. Broyd, representing certain employees of the Company, as employees concerning terms and conditions of employment of adult expatriate employees directly engaged in the printing industry in Port Moresby by the Company).	8 September 1971 (w.e.f. 2 September 1971).	23 September 1971.
12 of 1971.	Milne Bay District Shipping Award 1971 ¹ (industrial agreement between Employers' Federation of Papua New Guinea as employers and Milne Bay District Workers' Association as employees with respect to terms and conditions of employment of members of ships' crew on vessels operating out of ports in the Milne Bay District).	8 October 1971.	18 November 1971.
13 of 1971 ² .	Port Moresby General Employment Award 1971 ¹ (industrial agreement between Employers' Federation of Papua New Guinea as employers and Port Moresby Miscellaneous Workers' Union as employees with respect to terms and conditions of employment and an urban cash wage in the town of Port Moresby).	14 October 1971 (w.e.f. beginning of first pay period commencing on or after 28 July 1971).	30 December 1971.
14 of 1971 ² .	Port Moresby Building and Construction Industry Award 1971 ¹ (industrial agreement between Employers' Federation of Papua New Guinea as employers and Central District Building and Construction Industry Workers' Union as employees with respect to terms and conditions of employment for employees engaged in the building and construction industry in the town of Port Moresby).	14 October 1971.	30 December 1971.
15 of 1971.	Port Moresby Waterside Workers' Award 1971 (industrial agreement between Employers' Federation of Papua New Guinea as employers and Central District Waterside Workers' Union as employees with respect to terms and conditions of employment of workers engaged in or in connexion with stevedoring operations in the Port of Port Moresby).	6 December 1971.	30 December 1971.
16 of 1971.	Cape Rodney Sawmilling and Timber Industry Award 1971 (industrial agreement between Pacific Island Timbers Limited as employers and Abau District Workers' Association as employees with respect to terms and conditions of employment of workers engaged in the sawmilling and timber industry in the Abau Subdistrict).	19 November 1971 (w.e.f. 7 December 1971).	30 December 1971.
17 of 1971.	Air Pilots (Aerial Tours Pty Ltd) Award 1971 (industrial agreement between Aerial Tours Pty Ltd as employers and Bruce Irvine Crofts, representing expatriate pilots in the employ of the Company, as employees with respect to terms and conditions of employment of expatriate pilots employed by the Company).	28 December 1971.	6 January 1972.

¹ Approved by the Administrator in Council.

² Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
1 of 1972.	Kimbe Bay Stevedoring Award 1972 (industrial agreement between Kimbe Bay Stevedores Ltd as employers and Tande Taniel, Topalis Ilai, Maia Keva, Loke Gare, Asunto Tovangarl, Toroa Toroa, Kura Lucas and Tua Ngava, acting on behalf of themselves and as agents for other persons residing near Kimbe, with respect to stevedoring operations in the Port of Kimbe).	30 November 1971.	20 January 1972.
2 of 1972.	Air Pilots (Macair Charters Pty Ltd) Award 1972 (industrial agreement between Macair Charters Pty Ltd as employers and Bruce Irvine Crofts, representing expatriate pilots in the employ of the Company, as employees with respect to terms and conditions of employment of expatriate pilots employed by the Company).	No date gazetted.	27 January 1972.
3 of 1972.	Lae Stevedoring Award 1972 (industrial agreement between Employers' Federation of Papua New Guinea as employers and Morobe District Workers' Association as employees with respect to terms and conditions of employment for employees engaged in or in connexion with stevedoring operations in the Port of Lae).	1 March 1972 (w.e.f. arrival of the first ship at the port on or after 1 March 1972).	20 April 1972.
4 of 1972 ¹ .	Papua New Guinea Overseas Seamen's Award 1972 (industrial agreement between— (a) China Navigation Company Limited; and (b) Karlander (Papua) Pty Limited; and (c) Karlander New Guinea Line Limited; and (d) any company under their control, and Albert Maori Kiki, acting as the elected representative of Papua New Guinea seamen employed by the companies, as employees with respect to terms and conditions of employment for employees engaged in or in connexion with shipping operations on vessels operated by the companies).	16 December 1971 (w.e.f. 21 October 1971).	25 May 1972.
5 of 1972.	Papua New Guinea Overseas Seamen's (Liquified Gas Carriers Pty Limited) Award 1972 (industrial agreement between Liquified Gas Carriers Pty Limited (Papua) and Albert Maori Kiki, acting as the elected representative of Papua New Guinea seamen employed by the Company, as employees with respect to terms and conditions of employment for employees engaged in or in connexion with shipping operations on vessels operated by the Company).	20 March 1972 (w.e.f. 21 October 1971).	8 June 1972.
6 of 1972.	Moveave Sawmilling and Timber Industry Award (industrial agreement between Moveave Co-operative Society Limited as employers and Gulf District Workers' Association as employees with respect to terms and conditions of employment of workers employed in ² the Company in the Malalaua Subdistrict).	8 May 1972 (w.e.f. 8 June 1972).	6 July 1972.

¹ Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

² *Sic*, in Gazette.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
7 of 1972.	Port Moresby Waterside Workers (Register) Award (industrial agreement between Employers' Federation of Papua New Guinea as employers and Central District Waterside Workers' Union as employees with respect to the compilation of a Stevedores' Register and other related matters).	17 July 1972 (w.e.f. 17 July 1972).	3 August 1972.
8 of 1972.	The Administration of Papua New Guinea and Kevin William Marsh Award (industrial agreement between the Administration of Papua New Guinea as employers and Kevin William Marsh as employee concerning certain claims made by Kevin William Marsh against the Administration of Papua New Guinea).	20 July 1972.	17 August 1972.
(Not numbered in Gazette) ¹ .	Air Pilots (Crowley Airways Pty Ltd) Fixed Wing Award (industrial agreement between Crowley Airways Pty Ltd as employers and expatriate employees engaged as pilots by the Company as employees with respect to their ² salaries, conditions of service and other related matters).	8 November 1972 (w.e.f. 1 October 1972).	7 December 1972.
9 of 1972.	Air Pilots (Crowley Airways Pty Ltd) Fixed Wing Award ³ (industrial agreement between Crowley Airways Pty Ltd as employers and all ⁴ expatriate employees engaged as pilots by the Company as employees concerning their terms and conditions of employment ⁵).	8 November 1972 (w.e.f. 1 October 1972).	7 December 1972.
10 of 1972.	Papua New Guinea Overseas Seamen's (Liquified Gas Carriers Pty Ltd) Award ⁶ (industrial agreement between S. J. Ball, duly authorized representative of Liquified Gas Carriers Pty Ltd, as employer and Papua New Guinea Overseas Seamen's Union ⁷ as employees concerning terms and conditions of employment for Papua New Guinea seamen employed in or in connexion with shipping operations on vessels operated by the Company).	10 November 1972 (w.e.f. 21 October 1972).	28 December 1972.
11 of 1972 ⁷ .	Daru General Employment Award ⁸ .	See note immediately below.	28 December 1972.

Note.—This Award, and Awards Nos. 12-23 of 1972, were notified in the Gazette together, the general description reading as follows:—

“Industrial Agreements entered into on the days of 2nd and 3rd October, 1972, and 1st November, 1972 respectively, between the Employers' Federation of Papua New Guinea as employers of the one part, and the—
 Port Moresby Miscellaneous Workers' Union
 Central District Building and Construction Workers' Union
 Milne Bay District Workers' Association
 and
 Federation of Workers Associations of Papua and New Guinea

¹ Compare No. 9 of 1972.

² *Sic*, in Gazette.

³ Compare unnumbered Award immediately above.

⁴ *Sic*. Compare wording of unnumbered Award immediately above.

⁵ Approved by the Administrator in Council.

⁶ *Sic*, in Gazette. An organization named "Papua New Guinea Seamen's Union" was registered on 12 December 1972 under the *Industrial Organizations Act*, but there was apparently no "Overseas Seamen's" Union registered. See, also, footnote on p. 57 of Chapter 173, *Industrial Organizations*.

⁷ Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

⁸ Approved by the Administrator in Council.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
	as employees of the other part, concerning terms and conditions of employment for employees employed by the employers in the centres of Daru, Lae, Madang, Wewak, Goroka, Kavieng, Popondetta, Lorengau, Rabaul, Samarai-Alotau, Bwagaioia, and Port Moresby, to take effect from the days of 2nd and 9th October, 1972, and 1st November, 1972, respectively."		
12 of 1972 ¹ .	Lae General Employment Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
13 of 1972 ¹ .	Madang General Employment Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
14 of 1972 ¹ .	Wewak General Employment Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
15 of 1972 ¹ .	Goroka General Employment Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
16 of 1972 ¹ .	Kavieng General Employment Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
17 of 1972 ¹ .	Popondetta General Employment Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
18 of 1972 ¹ .	Lorengau General Employment Award. ^{2,3}	See no. 11 of 1972.	28 December 1972.
19 of 1972 ¹ .	Rabaul General Employment Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
20 of 1972 ¹ .	Port Moresby General Employment Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
21 of 1972 ¹ .	Port Moresby Building and Construction Industry Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
22 of 1972 ¹ .	Samarai-Alotau General Employment Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
23 of 1972 ¹ .	Bwagaioia General Employment Award. ^{2,3}	See No. 11 of 1972.	28 December 1972.
24 of 1972.	Madang Stevedoring Award 1972 (industrial agreement between Employers' Federation of Papua New Guinea as employers and Madang District Workers' Union as employees with respect to terms and conditions of employment for employees engaged in or in connexion with stevedoring operations in the Port of Madang).	12 October 1972 (w.e.f. arrival of the first ship in the port on or after 30 October 1972).	28 December 1972.
25 of 1972.	Rabaul Stevedoring Award 1972 (industrial agreement between Employers' Federation of Papua New Guinea as employers and Rabaul Workers' Association as employees with respect to terms and conditions of employment for employees engaged in or in connexion with stevedoring operations in the Port of Rabaul).	11 December 1972 (w.e.f. arrival of the first ship at the port on or after 1 November 1972).	28 December 1972.

¹ Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

² Approved by the Administrator in Council.

³ See No. 11 of 1972.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
1 of 1973.	Naval Civilian Workers (Lombrum) Award, 1973 (industrial agreement between Australian Department of Navy, H.M.A.S. <i>Tarangau</i> , Lombrum as employer and Lombrum Naval Civilian Works ¹ Association as employees concerning terms and conditions of employment for indigenous civilian employees who are members of the Association employed at H.M.A.S. <i>Tarangau</i> by the employer).	14 December 1972 (w.e.f. 9 October 1972).	15 February 1973.
2 of 1973.	Wewak Stevedoring Award 1973 (industrial agreement between Wewak Stevedoring Pty Ltd and Wewak Workers' Association with respect to terms and conditions of employment for employees engaged in or in connexion with stevedoring operations in the Port of Wewak).	7 December 1972 (w.e.f. arrival of first ship at the port on or after 7 December 1972).	8 February 1973.
3 of 1973.	Samarai-Alotau Stevedoring Award, 1973 (industrial agreement between Employers' Federation of Papua New Guinea as employer and Milne Bay District Workers' Association as the Association with respect to terms and conditions of employment for employees engaged in or in connexion with stevedoring operations in the Ports of Samarai and Alotau).	16 February 1972 ² (w.e.f. arrival of the first ship on or after 1 November 1972).	8 March 1973.
4 of 1973.	Port Moresby Waterside Workers Award, 1973 (industrial agreement between Employers' Federation of Papua New Guinea as the employer and Central District Waterside Workers' Union as the Union with respect to terms and conditions of employment for employees engaged in or in connexion with stevedoring operations in Port Moresby).	26 February 1973 (w.e.f. arrival of the first ship on or after 23 October 1972).	8 March 1973.
5 of 1973.	Bougainville Mining Workers (Local Employees) Award 1973 (industrial agreement between Bougainville Copper Pty Limited and Bougainville Mining Workers Union with respect to terms and conditions of employment for local employees engaged in work connected with the operation of the Company).	17 July 1972 (w.e.f. 1 July 1972).	18 April 1973.
6 of 1973.	Milne Bay District Shipping Award No. 6 of 1973 (industrial agreement between Employers' Federation of Papua New Guinea as the employer and Milne Bay District Workers' Association as the Union with respect to terms and conditions of employment for all employees primarily employed as members of ships' crews by members of the Employers' Federation on vessels operating out of ports within the Milne Bay District).	1 November 1972.	31 May 1973.

¹ *Sic*, in Gazette. Presumably "Workers" was intended.

² 1962, in Gazette.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
7 of 1973.	Lae Stevedoring Award, 1973 ¹ (industrial agreement between Employers' Federation of Papua New Guinea as the employer and Lae Stevedoring Union as the Union with respect to terms and conditions of employment for employees engaged in or in connexion with stevedoring operations in the Port of Lae).	19 February 1973 (w.e.f. arrival of the first ship in the port on or after 1 March 1973).	31 May 1973.
8 of 1973.	Kavieng Stevedoring Award, 1973 (industrial agreement between Employers' Federation of Papua New Guinea as the employers and Papua New Guinea Federation of Workers' Associations ² (on behalf of the New Ireland District Workers' Association) as the Union with respect to terms and conditions of employment for all employees, whether members of the Association or not, employed by the employers in or in connexion with stevedoring operations in the Port of Kavieng).	7 May 1973 (w.e.f. arrival of the first ship at the port on or after 1 April 1973).	31 May 1973.
9 of 1973.	Lorengau Stevedoring Award No. 9 of 1973 (industrial agreement between Edgell and Whitely Ltd as the employer and Manus District Workers' Association as the Union with respect to terms and conditions of employment for all employees, whether members of the Association or not, employed by the employer in or in connexion with stevedoring operations in the Port of Lorengau).	7 May 1973.	7 June 1973.
10 of 1973.	Gulf Fisheries (N.G.) Pty Ltd and John Murray Driver Award (award as between Gulf Fisheries (N.G.) Pty Ltd as the employer and John Murray Driver). ³	14 May 1973.	12 July 1973.
11 of 1973.	William Beddows and B.F. Darcey and Company Pty Ltd (award as between William Beddows as an employee and B.F. Darcey and Co. Pty Ltd as the employer). ³	22 June 1973.	2 August 1973.
12 of 1973.	Margaret Beddows and B.F. Darcey and Company Pty Ltd (award as between Margaret Beddows as an employee and B.F. Darcey and Co. Pty Ltd as the employer). ³	22 June 1973.	2 August 1973.
13 of 1973 ⁴ .	Exoil General Employment Award of 1973 ⁵ (industrial agreement between Exoil N.L. as the employer and Manus District Workers' Association with regard to terms and conditions of employment for employees engaged by Exoil N.L. at any exploration lease granted to the employer in the Manus District by the Government of Papua New Guinea).	3 May 1973 (w.e.f. first pay day in January 1973).	18 October 1973.

¹ So described in the body of the Gazette notice (*Papua New Guinea Government Gazette* No. 47 of 31 May 1973, p. 13), but in the heading (presumably incorrectly) as "Lae Stevedoring Unions' Award".

² *Sic*, in Gazette. The name of the federation, as gazetted under the *Industrial Organizations Act*, was "Federation of Workers' Associations of Papua and New Guinea".

³ No further details given in Gazette notification.

⁴ Nos. 13 and 14 were both numbered "13" in the original Gazette notifications: see *Papua New Guinea Government Gazette* No. 95 of 18 October 1973, pp. 11, 12. The number of the Mount Hagen General Employment Award 1973 should have been "14" (as shown above): see *Corrigenda* notice in *Papua New Guinea Government Gazette* No. 103 of 8 November 1973, p. 10.

⁵ Approved by the Administrator in Council.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
14 of 1973 ^{1,2}	Mount Hagen General Employment Award 1973 ³ (industrial agreement between Employers' Federation of Papua New Guinea as the employer and Western Highlands District Workers' Association with respect to terms and conditions of employment by members of the Employers' Federation within the town boundaries of Mount Hagen and Kagamuga).	13 February 1973 (w.e.f. first full pay period on or after 1 March 1973).	18 October 1973.
15 of 1973 ²	Kainantu General Employment Award 1973 ³ (industrial agreement between— (a) Booi Bros Pty Limited; and (b) Jascar Limited; and (c) Kainantu Hotel Pty Ltd; and (d) Kainantu Local Government Council; and (e) Kainantu Motors; and (f) Namasu Ltd; and (g) Oiana Sawmill; and (h) Ramu Enterprises Pty Ltd, as employers and Kainantu Workers' Association with respect to terms and conditions of employment for employees employed by signatories to the agreement within the town boundaries of Kainantu).	13 June 1973 (w.e.f. first pay period on or after 1 July 1973 ⁴).	18 October 1973.
16 of 1973. ^{2,5}	Port Moresby General Employment Award, 1973. <i>Note.</i> —This Award, and the Awards Nos. 17-26 of 1973 were notified in the Gazette together, the general description reading as follows:— "Industrial Agreements entered into on the days of 16th and 23rd August, 1973 respectively, between the Employers Federation of Papua New Guinea as employers of the one part and the— Port Moresby Council of Trade Unions; Milne Bay District Workers' Association; and Federation of Workers' Associations of Papua New Guinea, as employees of the other part, concerning terms and conditions of employment for employees employed by members of the Employers Federation of Papua New Guinea in the centres of Port Moresby, Samarai-Alotau, Daru, Popondetta, Lae, Madang, Goroka, Wewak, Lorengau, Kavieng and Rabaul to take effect from 19th September, 1973."	<i>See note immediately below.</i>	8 November 1973.
17 of 1973. ^{2,5}	Samarai-Alotau General Employment Award, 1973.	<i>See No. 16 of 1973.</i>	8 November 1973.
18 of 1973. ^{2,5}	Daru General Employment Award, 1973.	<i>See No. 16 of 1973.</i>	8 November 1973.
19 of 1973. ^{2,5}	Popondetta General Employment Award, 1973.	<i>See No. 16 above.</i>	8 November 1973.
20 of 1973. ^{2,5}	Lae General Employment Award, 1973.	<i>See No. 16 above.</i>	8 November 1973.

¹ Nos. 13 and 14 were both numbered "13" in the original Gazette notifications: *see Papua New Guinea Government Gazette* No. 95 of 18 October 1973, pp. 11, 12. The number of the Mount Hagen General Employment Award 1973 should have been "14" (as shown above): *see Corrigenda notice in Papua New Guinea Government Gazette* No. 103 of 8 November 1973, p. 10.

² Declared to be a Common Rule: *see list of Common Rules*, p. 68 et seq.

³ Approved by the Administrator in Council.

⁴ In the original Gazette notification, the date of effect was incorrectly given as 1 March 1973. *See Corrigenda notice in Papua New Guinea Government Gazette* No. 103 of 8 November 1973, p. 10.

⁵ Not numbered in the Gazette notification of the Award, but so numbered in notices in *Papua New Guinea Government Gazette* No. 95 of 18 October 1973, at p. 3, and No. 112 of 12 December 1973, at p. 7, declaring Common Rules.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
21 of 1973. ^{1,2}	Madang General Employment Award, 1973.	See No. 16 oabove.	8 November 1973.
22 of 1973. ^{1,2}	Goroka General Employment Award, 1973.	See No. 16 above.	8 November 1973.
23 of 1973. ^{1,2}	Wewak General Employment Award, 1973.	See No. 16 above.	8 November 1673.
24 of 1973. ^{1,2}	Lorengau General Employment Award, 1973.	See No. 16 above.	8 November 1973.
25 of 1973. ^{1,2}	Kavieng General Employment Award, 1973.	See No. 16 above.	8 November 1973.
26 of 1973. ^{1,2}	Rabaul General Employment Award, 1973	See No. 16 above.	8 November 1973.
27 of 1973.	Rabaul Shipping Award 1973 (industrial agreement between Employers' Federation of Papua New Guinea as employers and Rabaul Workers' Association with regard to wages and conditions of employment for employees primarily employed as ships' crew by members of the Employers' Federation on vessels operating out of the Port of Rabaul).	19 July 1973 (w.e.f. first pay period commencing on or after 1 August 1973).	18 October 1973.
28 of 1973. ²	Lake Hargi Timber Lease Sawmilling and Timber Industry Award, 1973 (industrial agreement between Shin Asahigawa N.G. Pty Ltd as employer and Henry Koivi, Kim Kusak, Joe Balis, Thomas Tuaki and Kais Jimba, representing employees employed by Shin Asahigawa at the Lake Hargi Timber Lease, with respect to wages and conditions of employment for workers at the Lake Hargi Timber Lease).	6 September 1973 (w.e.f. 7 September 1973).	8 November 1973.
29 of 1973.	Papua New Guinea Overseas Seamens ³ Award, 1973 (industrial agreement between Employers' Federation of Papua New Guinea as employer and Papua New Guinea Seamen's Union with respect to wages and conditions of employment for Papua New Guinea seamen employed on overseas ships by— (a) China Navigation Company Limited; and (b) Karlander New Guinea Line Limited; and (c) Liquefied Gas Carriers Pty Limited).	12 July 1973 (w.e.f. 12 July 1973).	8 November 1973.
30 of 1973. ²	Bwagaioia General Employment Award, 1973 (industrial agreement between Employers' Federation of Papua New Guinea and Milne Bay Workers' Association with respect to rates of pay and conditions of employment for all employees employed by members of the Employers' Federation within the town boundaries of Bwagaioia and Misima).	26 September 1973.	27 December 1973.

¹ Not numbered in the Gazette notification of the Award, but so numbered in notices in *Papua New Guinea Government Gazette* No. 95 of 18 October 1973, at p.3, and No. 112 of 12 December 1973, at p.7 declaring Common Rules.

² Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

³ Sic, in Gazette. See, footnote on p. 57 of Chapter 173, *Industrial Organizations*.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
31 of 1973. ¹	Kieta/Arawa General Employment Award, 1973 (industrial agreement between Employers' Federation of Papua New Guinea and Bougainville Construction and General Workers' Union with respect to wages and conditions of employment for all employees engaged by members of the Employers' Federation within the town boundaries of Kieta/Arawa).	26 September 1973.	27 December 1973.
32 of 1973.	Craig's Waterfront Services Waterside Workers' Award, 1973 (industrial agreement between Central District Waterside Workers' Union and Craig's Waterfront Services, Port Moresby, with respect to rates of pay and conditions of employment of all employees engaged by the employer in or in connexion with stevedoring operations in Port Moresby).	8 November 1973 (w.e.f. 1 October 1973).	1 December 1973.
33 of 1973.	Rabaul Stevedoring Award 1973 (industrial agreement between Employers' Federation of Papua New Guinea on behalf of its members as the employers and Rabaul Workers' Association in respect of all the employees ² in or in connexion with stevedoring operations in the Port of Rabaul).	9 November 1973.	1 December 1973.
34 of 1973. ¹	Wau/Bulolo General Employment Award No. 34 of 1973 (industrial agreement between Employers' Federation of Papua New Guinea on behalf of its members as the employers and Papua New Guinea Federation of Workers' Associations ³ , on behalf of the Wau/Bulolo Branch of the Morobe District Workers' Association, as the Association in respect of wage rates and conditions of employment for all employees employed by the employers in the towns of Wau and Bulolo and in the timber industry in the Wau Subdistrict other than— (a) employees directly engaged in primary production or domestic duties; and (b) apprentices indentured under the <i>Apprenticeship Act 1967-1970</i> ⁴).	26 September 1973 (w.e.f. 5 October 1973).	1 December 1973.
35 of 1973.	Anthony George Hoepper and Ela Motors Ltd (award as between Anthony George Hoepper as an employee and Ela Motors Limited as the employer ⁵).	15 November 1973.	1 December 1973.
36 of 1973.	Senior Police Officers (Salaries) Award (award as between Senior Police Officers Guild and Commissioner of Police in respect of new salary levels for certain police officers).	16 November 1973.	1 December 1973.

¹ Declared to be a Common Rule: see list of Common Rules, p. 68 et seq.

² Sir, "employers" in Gazette.

³ Sir, in Gazette. The name of the federation, as gazetted under the *Industrial Organizations Act*, was "Federation of Workers' Associations of Papua and New Guinea".

⁴ See, now, the *Apprenticeship Act*.

⁵ No further details given in Gazette notification.

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Number.	Title and subject.	Date of making.	Date of gazettal of registration.
37 of 1973.	Milne Bay District Shipping Award, 1973 (industrial agreement between Employers' Federation of Papua New Guinea and Milne Bay District Workers' Association with respect to rates of pay and conditions of employment for all employees engaged as ships' crew by members of the Employers' Federation on vessels operating out of the ports within the Milne Bay District).	26 September 1973.	27 December 1973.
38 of 1973.	Port Moresby Waterside Workers' Award 1973 (award as between Central District Waterside Workers' Union and Employers' Federation of Papua New Guinea concerning conditions of service and rates of pay for waterside workers at the Port Moresby Wharf).	21 September 1973.	27 December 1973.
39 of 1973.	Port Moresby (Pacific Seafoods Ltd ¹) Award 1973 (industrial agreement between Port Moresby Council of Trade Unions and Pacific Sea Foods Ltd ¹ with respect to rates of pay and conditions of employment for all employees employed on vessels owned by Pacific Sea Foods Ltd ¹ operating out of the Port of Port Moresby).	7 November 1973.	27 December 1973.
40 of 1973.	Port Moresby-New Guinea Marine Products Pty Ltd Award, 1973 (industrial agreement between Port Moresby Council of Trade Unions and New Guinea Marine Products Pty Ltd with respect to wages and conditions of employment for all employees employed on vessels owned by the employer operating out of the Port of Port Moresby).	23 November 1973.	27 December 1973.
41 of 1973.	Naval Civilian Workers' (Lombrum) Award, 1973 (industrial agreement between Australian Department of Navy, H.M.A.S. <i>Tarangau</i> , and Lombrum Naval Civilian Workers' Association with respect to wages and conditions of employment for all employees employed by the employer at H.M.A.S. <i>Tarangau</i> , Lombrum).	12 October 1973.	27 December 1973.
1 of 1974.	Rabaul Shipping Award 1973 (Award No. 1 of 1974) (industrial agreement between Employers' Federation of Papua New Guinea as the employer and Rabaul Workers' Association with respect to rates of pay and conditions of employment for all employees primarily employed as members of ships' crew by members of the Employers' Federation on vessels operating out of the Port of Rabaul).	9 October 1973.	24 January 1974.
2 of 1974.	Vanimo General Employment Award, 1974 (Award No. 2 of 1974) (industrial agreement between Employers' Federation of Papua New Guinea as employer and West Sepik District Workers' Union with respect to wages and conditions of employment for all employees employed by members of the Employers' Federation within the town boundaries of Vanimo, including employees of the Goldore Timber Company in the Vanimo Subdistrict).	6 December 1973 (w.e.f. 10 December 1973).	7 February 1974.

¹ *Sic*, in Gazette.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
3 of 1974.	Port Moresby Shop Stewards Award No. 3 of 1974 (award as between Port Moresby Council of Trade Unions and Employers' Federation of Papua New Guinea ¹).	11 February 1974.	28 February 1974.
4 of 1974.	Daru Shipping Award 1974 (industrial agreement between Gulf Enterprises Pty Ltd as employer and Western District Workers' Association with respect to rates of pay and conditions of employment for all employees currently engaged as crew on the <i>Huon Gulf</i> by the employer).	6 December 1973.	4 March 1974.
5 of 1974.	South Pacific Post Pty Ltd ² (Printing Industry) Award No. 5 of 1974 (industrial agreement between South Pacific Post Pty Ltd ² as employer and adult members of the Chapel employed in the printing shop at Lawes Road as employees with respect to rates of pay, meal allowances and leave fares).	4 April 1974 (w.e.f. week ending 1 March 1974).	13 June 1974.
6 of 1974.	Abau District General Employment Award 1974 (Award No. 6 of 1974) (industrial agreement between A.N.G. Timber as the employer and Abau District Workers' Association concerning rates of pay and conditions of employment for all workers employed by the employer in the Abau District ³).	4 July 1974.	15 August 1974.
7 of 1974.	Airline Hostesses (P.N.G.) Agreement Award 1974 (Award No. 7 of 1974) (industrial agreement between Air Niugini as employer and Airline Hostesses Association ⁴ concerning rates of pay and allowances for air hostesses in Papua New Guinea).	13 July 1974.	15 August 1974.
8 of 1974.	F.J. Smith and Government of Papua New Guinea Award (Award No. 8 of 1974) (award as between Francis James Smith and Government of Papua New Guinea concerning non-renewal of employment contract and related matters).	24 July 1974.	22 August 1974.
9 of 1974.	Macair Charters Pty Ltd versus Brian Allen Award (industrial agreement, no other details given in Gazette notification).	No date given in Gazette.	7 November 1974.

¹ No further details given in Gazette notification.

² Shown, presumably incorrectly, in the body of the Gazette notification as "South Pacific Pty Ltd".

³ *Sic*, in Gazette. There was an "Abau" administrative Subdistrict but not an "Abau" administrative District. Membership of the Association, however, related to employment in the Abau (administrative) Subdistrict, so presumably that is what was intended.

⁴ *Sic*, in Gazette. The name of the association, as gazetted under the *Industrial Organizations Act*, was "Airline Hostesses' Association of Papua and New Guinea".

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
10 of 1974. ¹	Bougainville Mining Workers (Employees) Award 1974 (Award No. 10 of 1974) (industrial agreement between Bougainville Copper Limited as employer and Bougainville Mining Workers' Union concerning rates of pay and conditions of employment for all employees employed by the Company other than— (a) staff employees; and (b) apprentices indentured under the <i>Apprenticeship Act</i> 1967, as amended ² ; and (c) employees employed under the Company Cadetship conditions).	10 July 1974.	5 December 1974.
11 of 1974.	Papua New Guinea General Aviation Pilots' Award 1974 (award as between Papua New Guinea Air Pilots Association and— (a) Aerial Tours Pty Ltd; and (b) Crowley Airways Pty Ltd; and (c) Talair Pty Ltd; and (d) Melanesian Airline Company Pty Ltd, concerning conditions of employment and rates of pay for all expatriate pilots employed by the employers as fixed wing pilots in the General Aviation industry in Papua New Guinea).	25 October 1974.	5 December 1974.
12 of 1974.	Jant Timber Award 1974 (industrial agreement between Jant Pty Ltd as employer and M. Maya, B. Dabu, D. Turukop and L. Dall, on behalf of the workforce (employees) of the employer, concerning rates of pay and conditions of employment for all employees employed by the employer).	8 October 1974.	5 December 1974.
13 of 1974.	Staff Associations of Papua New Guinea University and Papua New Guinea University of Technology (Academic Staff) Award No. 13 of 1974 (award as between— (a) both Universities and Government of Papua New Guinea as employers; and (b) Staff Associations of Papua New Guinea University and Papua New Guinea University of Technology (Academic Staff) ³ as employees) ⁴ .	No date given in Gazette (w.e.f. 19 November 1974).	19 December 1974.
14 of 1974.	Australian Anglo American Award 1974 (Award No. 14 of 1974) (industrial agreement between Australian Anglo American Ventures Limited as employer and Manus District Workers' Union as employees with respect to rates of pay and conditions of employment for all employees engaged by the employer in exploration ventures in the Manus District).	No date given in Gazette (w.e.f. 1 August 1974).	19 December 1974.

¹ See, also, No. 17 of 1975.

² See, now, the *Apprenticeship Act*.

³ See, in Gazette. The names of the associations as gazetted under the *Industrial Organizations Act* were "Staff Association of the University of Papua and New Guinea" and "Staff Association of the Papua and New Guinea Institute of Higher Technical Education".

⁴ No further details given in Gazette notification.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
15 of 1974.	Port Moresby Waterside Workers' Award 1974 (Award No. 15 of 1974) (award as between Central District Waterside Workers' Union and— (a) Burns Philp (N.G.) Pty Ltd; and (b) Steamships Trading Company Ltd; and (c) Robert Laurie Carpenters Ltd; and (d) J.C. Waller Pty Ltd; and (e) Fairfax Stevedoring Ltd; and (f) Employers' Federation of Papua New Guinea, as employers with respect to rates of pay and conditions of employment for Port Moresby waterside workers).	29 November 1974 (w.e.f. 2 December 1974).	19 December 1974.
16 of 1974.	Lae Stevedoring Award 1974 (industrial agreement between Employers' Federation of Papua New Guinea and Lae Stevedoring Union with respect to rates of pay for stevedore workers in the Port of Lae).	5 March 1974.	27 December 1974.
17 of 1974.	Madang Stevedoring Award (industrial agreement between Employers' Federation of Papua New Guinea and Madang Stevedoring Union ¹ with respect to rates of pay and conditions of employment in the Port of Madang).	2 April 1974.	30 January 1975.
1 of 1975.	Air Niugini National Employees (Transport, Meals and Accommodation Award No. 1 of 1975) (award as between Airline Employees Association ² and P.N.G. National Airline (Air Niugini) ³ concerning transport, meals and accommodation for national employees employed by Air Niugini).	9 May 1975.	12 June 1975.
2 of 1975.	Airline Employees' Association Overseas Branch Award 1974 (award as between Airline Employees' Association (Overseas Branch) of Papua New Guinea ⁴ and The Papua New Guinea National Airline (Air Niugini) concerning those sections contained in the log of claims lodged by the Airline Employees' Association (Overseas Branch) of Papua New Guinea ⁴ on Air Niugini relating to rates of pay and other matters that could not be reached ⁵ by agreement).	15 January 1975.	30 January 1975.
3 of 1975.	Bishop Shipping Services (Port Moresby) Stevedoring Award No. 3 of 1975 (industrial agreement between Bishop Shipping Services Pty Ltd and Central District Workers' Union ⁶ with respect to rates of pay and conditions of employment).	13 January 1975 (w.e.f. 1 January 1975).	6 March 1975.

¹ *Sic*, in Gazette. An organization named "Madang Waterside Workers' Union" was registered under the *Industrial Organizations Act*, but there was apparently no "Madang Stevedoring Union".

² *Sic*, in Gazette. The title of the association, as gazetted under the *Industrial Organizations Act*, was Airlines Employees' Association of Papua and New Guinea.

³ *Sic*, in Gazette.

⁴ An association named "Airlines Employees' Association of Papua and New Guinea" was registered under the *Industrial Organizations Act*, but there was apparently no "Airline Employees' Association (Overseas Branch)" so registered.

⁵ *Sic*, in Gazette. An organization named "Central District Waterside Workers' Union" was registered under the *Industrial Organizations Act*, but there was apparently no "Central District Workers' Union" so registered.

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
4 of 1975.	Air Niugini National Employees Award (industrial agreement between Air Niugini and Airline Employees Association ¹ with respect to rates of pay and conditions of employment for all national employees employed by Air Niugini in Papua New Guinea).	14 February 1975.	26 June 1975.
5 of 1975.	Mendi General Employment Award 1975 (award as between B. R. Heagney Pty Ltd and Hotel Mendi as employers and Mendi Workers' Association concerning rates of pay and conditions of employment).	No date given in Gazette.	26 June 1975.
6 of 1975.	New Guinea Marine Products Pty Ltd Award 1975 (industrial agreement between Papua New Guinea Seamen's Union and New Guinea Marine Products Pty Ltd with respect to rates of pay and conditions of employment for all employees employed on vessels owned by the employer operating out of the Port of Port Moresby).	5 June 1975.	26 June 1975.
7 of 1975.	Licensed Aircraft Maintenance Engineers and Aircraft Maintenance Engineers (Overseas Employees) ² (award as between Aircraft Engineers Association of Papua New Guinea and Air Niugini concerning rates of pay and conditions of employment for Licensed Aircraft Maintenance Engineers and Aircraft Maintenance Engineers (Overseas Employees)).	11 June 1975.	24 July 1975.
8 of 1975.	Kundiawa General Employment Award (industrial agreement between— (a) Collins & Leahy Pty Ltd; and (b) Steamships Trading Company Limited; and (c) Chimbu Traders, as employers and Chimbu District Workers' Association with respect to rates of pay and conditions of employment for all employees employed by the employers within the town boundaries of Kundiawa).	28 May 1975.	10 July 1975.
9 of 1975.	Airline Pilots Award 1975 (industrial agreement between Air Niugini as employer and Papua New Guinea Air Pilots Association with respect to rates of pay and conditions of employment for all airline pilots employed by the employer in Papua New Guinea).	15 May 1975.	7 August 1975.
10 of 1975. ³	Jant Timber Award (industrial agreement between Jant Pty Ltd as employers and employees of Jant Pty Ltd with respect to rates of pay and conditions of employment).	13 June 1975.	7 August 1975.
11 of 1975.	Port Moresby Council (Redundancy) Award 1975 ⁴ (award as between—	24 September 1975.	30 October 1975.

¹ *Sic*, in Gazette. The name of the association, as gazetted under the *Industrial Organizations Act*, was "Airlines Employees' Association of Papua and New Guinea".

² *Sic*, in Gazette.

³ Described, incorrectly, in the body of the Gazette notification as No. 4 of 1975.

⁴ Described in the heading to the Gazette notice as "Port Moresby City Council (Redundancy) Award 1975".

Number.	Title and subject.	Date of making.	Date of gazettal of registration.
	(a) Port Moresby Council of Trade Unions; and (b) its affiliated unions; and (c) Public Service Association ¹ , and Port Moresby City Council as employer concerning the question of redundancy and the re-instatement of the 39 workers dismissed on 22 August 1975 by the employer).		
12 of 1975.	Papua New Guinea Trade Union Congress General Employment (amending) Award 1975 (award as between Papua New Guinea Trade Union Congress and Employers Federation of Papua New Guinea concerning terms and conditions of employment).	25 September 1975.	18 December 1975.
13 of 1975.	Port Moresby General Employment (Amending) Award 1975 (award as between Port Moresby Council of Trade Unions and Employers Federation of Papua New Guinea concerning terms and conditions of employment).	25 September 1975.	18 December 1975.
14 of 1975.	William Vincent Gledhill and Chimbu Council Services Unit Award 1975 (consent award as between William Vincent Gledhill as employee and Chimbu Council Services Unit as employer ²).	19 November 1975.	18 December 1975.
15 of 1975.	Joseph Kaituu and Chimbu Council Services Unit Award 1975 (consent award as between Joseph Kaituu as employee and Chimbu Council Services Unit as employer ²).	19 November 1975.	18 December 1975.
16 of 1975.	Port Moresby Waterside Workers' (Hours of Work) Award 1975 (award as between Port Moresby Waterside Workers' Union ³ and Employers' Federation of Papua New Guinea concerning hours of work).	22 November 1975.	18 December 1975.
17 of 1975.	Bougainville Mining Workers (Employees) Award 1975 ⁴ (except the retrospectivity clause, Clause 2(b)) (award as between Bougainville Copper Co. Limited and Bougainville Mining Workers Union concerning wages and cost of living adjustments).	5 November 1975 (w.e.f. date of gazettal).	18 December 1975.

¹ *Sic*, in Gazette. The name of the association, as gazetted under the *Industrial Organizations Act*, was "Public Service Association of Papua and New Guinea".

² No further details given in Gazette notification.

³ *Sic*, in Gazette. Organizations named "Central District Waterside Workers' Union" and "Port Moresby Miscellaneous Workers' Union" were registered under the *Industrial Organizations Act*, but there was apparently no "Port Moresby Waterside Workers' Union" so registered.

⁴ To be incorporated and read as one with No. 10 of 1974.

(b) Gazettal of determinations of Minimum Wages Board¹.

Number.	Title and subject.	Date of making.	Date of gazettal.
1 of 1972.	Allowable Deductions from Wages for Food, Accommodation and Issues Supplied by Employers to Employees (determination concerning allowable deductions from wages for food, accommodation and issues supplied by employers to employees).	2 August 1972.	7 September 1972.
2 of 1972.	Minimum Wage Payable Under Awards And The Common Rule To Unskilled Adults and Unskilled Married Juniors (Under 19 Years) In The City Of Port Moresby And Surrounding Areas (determination concerning minimum wage payable under awards and the common rule to unskilled adults and unskilled married juniors (under 19 years) in the City of Port Moresby and surrounding areas).	19 September 1972.	28 September 1972.
1 of 1973.	1973 Papua New Guinea Overseas Seamen's Determination (determination concerning wages and conditions of employment of Papua New Guinea seamen employed on overseas ships).	31 May 1973.	12 July 1973.
1 of 1974.	Minimum Wage Payable under Awards and Common Rule to all unskilled, semi-skilled and skilled workers in all classes employed in certain urban areas (determination concerning minimum wages payable under awards and Common Rule to all unskilled, semi-skilled and skilled workers in all classes in the following urban areas:— Bwagaioia/Misima Island Daru Goroka Kainantu Kavieng Kerema Kieta/Arawa Lae Lorengau Madang Mount Hagen Popondetta Port Moresby Rabaul Samarai/Alotau Vanimo Wau/Bulolo Wewak).	28 June 1974 (w.e.f. date of gazettal).	4 July 1974.
2 of 1974.	Minimum Wages Payable to all Rural Workers Employed under the <i>Native Employment Act 1958</i> as amended to date (determination concerning minimum wages payable to all rural workers employed under the <i>Native Employment Act 1958</i> , as amended to date).	28 June 1974.	11 July 1974.

¹ Due to the nature of such determinations and of their gazettal, no attempt has been made to show which are current and how any of them may have been affected after registration.

Number.	Title and subject.	Date of making.	Date of gazettal.
3 of 1974.	Minimum Wages Board Determination No. 3 of 1974 (determination concerning minimum wages payable to all rural workers employed under the <i>Native Employment Act 1958</i> , as amended to date).	9 August 1974.	22 August 1974.
4 of 1974.	Minimum Wages Determination No. 4 of 1974 (determination concerning minimum wages payable under all existing general employment and related awards covering the following urban centres:— Alotau Arawa Bwagaia Daru Goroka Kainantu Kavieng Kerema Kieta Lae Lorengau Madang Mount Hagen Popondetta Port Moresby Rabaul Samarai Vanimo Wau/Bulolo Wewak).	11 October 1974.	24 October 1974.
1 of 1975.	Determination No. 1 of 1975 (determination concerning minimum wages payable to all rural workers employed under the <i>Native Employment Act 1958</i> , as amended to date).	18 February 1975.	20 March 1975.
2 of 1975.	Minimum Wages Board Determination No. 2 of 1975 (determination concerning minimum wages payable to all rural workers employed under the <i>Native Employment Act 1958</i> , as amended to date).	19 August 1975 (w.e.f. date of gazettal).	4 September 1975.

3. Act, Section 46 (1)—Gazettal of registered awards as Common Rules (*in order of the making of Common Rules*).

Registered Award.	Matters, etc., in relation to which Common Rule declared.	Date of declaration.	Date of gazettal of declaration.
No. 5 of 1964— Rabaul Urban Cash Wage Award 1964.	To be a Common Rule in relation to— (a) the area set out in Clause 1 of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) directly in shipping services; or (iv) within the terms of the Rabaul Stevedoring Award 1963 (unnumbered— <i>see</i> list of industrial agreements and awards).	12 November 1964.	19 November 1964.

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Registered Award.	Matters, etc., in relation to which Common Rule declared.	Date of declaration.	Date of gazettal of declaration.
No. 1 of 1965— Kavieng Urban Cash Wage Award 1965.	To be a Common Rule in relation to— (a) the area set out in Clause 1 of the Award and in addition the area covered by the Kavieng Aerodrome; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) directly in shipping services; or (iv) within the terms of the Kavieng Stevedoring Award 1963 (No. 3 of 1963).	25 November 1965.	2 December 1965.
No. 2 of 1965— Port Moresby Urban Cash Award 1965.	To be a Common Rule in relation to— (a) the area set out in Clause 1 of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) directly in shipping services; or (iv) within the terms of the Port Moresby Qualified Tradesmen Award 1965 (No. 5 of 1965); or (v) within the terms of the Port Moresby Stevedoring Award 1966 (No. 2 of 1966).	12 July 1966.	21 July 1966.
No. 3 of 1965—Lae Urban Cash Wage Award 1965.	To be a Common Rule in relation to— (a) the area set out in Clause 1 of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) directly in shipping services; or (iv) within the terms of the Lae Qualified Tradesmen Award 1966 (No. 8 of 1966); or (v) within the terms of the Lae Stevedoring Award 1965 (No. 10 of 1965).	7 April 1967.	20 April 1967.
No. 2 of 1969— Rabaul General Employment Award 1969.	To be a Common Rule in relation to— (a) the area set out in Clause 1(a) of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) within the terms of the Rabaul Stevedoring Award 1966 (No. 5 of 1966); or (iv) within the terms of the Rabaul Shipping Award 1968 (No. 5 of 1968); or (v) as apprentices indentured under the <i>Apprenticeship Act 1967</i> ¹ .	7 January 1970.	22 January 1970.

¹ See, now, the *Apprenticeship Act*.

Registered Award.	Matters, etc., in relation to which Common Rule declared.	Date of declaration.	Date of gazettal of declaration.
No. 8 of 1969— Goroka General Employment Award 1969.	To be a Common Rule in relation to— (a) the area set out in Clause 1(a) of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) as apprentices indentured under the <i>Apprenticeship Act 1967</i> . ¹	2 June 1970.	2 July 1970.
No. 5 of 1969— Madang General Employment Award 1969.	To be a Common Rule in relation to— (a) the area set out in Clause 1(a) of the Award; and (b) all persons employed in that area other than persons engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) within the terms of the Madang Stevedoring Award 1967 (No. 16 of 1967) or any similar Award that supersedes that Award; or (iv) as apprentices under the <i>Apprenticeship Act 1967</i> . ¹	2 June 1970.	2 July 1970.
No. 4 of 1969— Mount Hagen General Employment Award 1969. ²	To be a Common Rule in relation to— (a) the area set out in Clause 1(a) of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) as apprentices indentured under the <i>Apprenticeship Act 1967</i> . ¹	2 June 1970.	2 July 1970.
No. 2 of 1970— <i>Lae</i> General Employment Award 1970.	To be a Common Rule in relation to— (a) the area set out in Clause 1(a) of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) within the terms of the Lae Stevedoring Award 1968 (No. 2 of 1968) or any similar agreement that supersedes that Award; or (iv) as apprentices indentured under the <i>Apprenticeship Act 1967</i> . ¹	2 September 1970.	17 September 1970.
No. 4 of 1970— <i>Samarai-Alo- tau</i> General Employment Award 1970.	To be a Common Rule in relation to— (a) the area set out in Clause 1 of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or	2 September 1970.	17 September 1970.

¹ See, now, the *Apprenticeship Act*.

² Cited in Gazette notification as "Mount Hagen General Employment Award 1970 (Award No. 4 of 1969)". No such Award was made in 1970.

Registered Award.	Matters, etc., in relation to which Common Rule declared.	Date of declaration.	Date of gazettal of declaration.
	(iii) within the terms of the Samarai Stevedoring Award 1969 (No. 10 of 1969), except where specific reference is made to it by that Award; or (iv) within the terms of the Milne Bay District Shipping Award 1970 (No. 3 of 1970) ¹ ; or (v) as apprentices indentured under the <i>Apprenticeship Act 1967</i> . ²		
No. 6 of 1969—Kavieng General Employment Award 1969.	To be a Common Rule in relation to— (a) the area set out in Clause 1(a) of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) within the terms of the current Kavieng Stevedoring Award; or (iv) as apprentices indentured under the <i>Apprenticeship Act 1967</i> . ²	24 September 1970.	8 October 1970.
No. 9 of 1970—Lae Stevedoring Award 1970.	To be a Common Rule in relation to— (a) all employees employed by employers in or in connexion with stevedoring operations in the Port of Lae; and (b) only such employees who are fit and able to perform the duties required for the class of work for which they are engaged.	24 September 1970.	8 October 1970.
No. 3 of 1970—Milne Bay District Shipping Award 1970.	To be a Common Rule in relation to all employees primarily employed as members of ships' crew operating out of ports within the Milne Bay District.	24 September 1970.	8 October 1970.
No. 14 of 1970—Port Moresby General Employment Award 1970.	To be a Common Rule in relation to— (a) the area set out in Clause 1(a) of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) within the terms of the Port Moresby Waterside Workers' Award 1970 (No. 21 of 1970) or any similar agreement that supersedes that Award; or (iv) as apprentices indentured under the <i>Apprenticeship Act 1967</i> ² ; or (v) under the terms of the <i>Port Moresby Building and Construction Industry Award 1970</i> (No. 13 of 1970).	3 December 1970.	17 December 1970.

¹ Declared to be a Common Rule: see below.

² See, now, the *Apprenticeship Act*.

Registered Award.	Matters, etc., in relation to which Common Rule declared.	Date of declaration.	Date of gazettal of declaration.
No. 20 of 1970— <i>Kavieng General Employment Award</i> 1970.	To be a Common Rule in relation to— (a) the areas set out in Clause 1 of the Award; and (b) all persons employed in those areas other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) within the terms of the current <i>Kavieng Stevedoring Award</i> ; or (iv) as apprentices under the <i>Apprenticeship Act</i> 1967. ¹	16 June 1971.	1 July 1971.
No. 16 of 1970— <i>Lorengau General Employment Award</i> 1970.	To be a Common Rule in relation to— (a) the area set out in Clause 1(a) of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) as apprentices indentured under the <i>Apprenticeship Act</i> 1967. ¹	16 June 1971.	1 July 1971.
No. 13 of 1971— <i>Port Moresby General Employment Award</i> 1971.	To be a Common Rule in relation to— (a) all persons employed in the area set out in Clause 1(a) (i) of the Award, other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) within the terms of the <i>Port Moresby Shipping Award</i> 1966-1967 ² or the <i>Port Moresby Waterside Workers' Award</i> 1971 (No. 15 of 1971), or any similar agreement that supersedes either of those Awards; or (iv) as apprentices indentured under the <i>Apprenticeship Act</i> 1967-1970 ¹ ; or (v) under the terms of the <i>Port Moresby Building and Construction Industry Award</i> 1971 (No. 14 of 1971) ³ ; and (b) all employees normally employed in that area but who are transferred by their employers from that area in the course of employment, if the period does not exceed six months or the duration of a specific contract, whichever is the greater.	7 August 1972.	17 August 1972.
No. 4 of 1972— <i>Papua New Guinea Overseas Seamen's Award</i> 1972.	To be a Common Rule in relation to all Papua New Guinea seamen employed under "Articles of Agreement" on overseas ships.	26 October 1972.	2 November 1972.

¹ See, now, the *Apprenticeship Act*.² See, in *Gazette*.³ Declared to be a Common Rule: see No. 14 of 1971.

Registered Award.	Matters, etc., in relation to which Common Rule declared.	Date of declaration.	Date of gazettal of declaration.
No. 14 of 1971— Port Moresby Building and Construction Industry Award 1971.	To be a Common Rule in relation to— (a) employees employed within the area set out in Clause 1(a)(i) of the Award, other than— (i) employees engaged directly in primary production; and (ii) employees engaged in domestic duties; and (iii) employees engaged within the terms of— (A) the Port Moresby Shipping Award 1966-1967 ¹ ; or (B) the <i>Port Moresby Waterside Workers Award</i> 1970 (No. 1 of 1970) ² ; or (C) any similar agreement that supersedes either of those Awards; or (iv) apprentices indentured under the <i>Apprenticeship Act</i> 1967-1970 ³ ; or (v) employees engaged under the terms of the Port Moresby General Employment Award 1971 (No. 13 of 1971) ⁴ , and (b) employees normally in that area but who are transferred by their employers from that area in the course of their employment, if the period does not exceed six months or the duration of a specific contract, whichever is the greater.	26 October 1972.	2 November 1972
No. 11 of 1972—Daru General Employment Award.	To be Common Rules in relation to— (a) the respective areas of application set out in the Awards; and (b) employees— (i) in those areas; or (ii) normally employed in those areas but transferred by their employers from those areas in the course of employment if the period does not exceed six months or the period of a specific contract, whichever is the greater,	2 January 1973.	18 January 1973.
No. 12 of 1972—Lae General Employment Award.			
No. 13 of 1972—Madang General Employment Award.	other than employees engaged— (iii) directly in primary production; or (iv) in domestic duties; or (v) as apprentices under the <i>Apprenticeship Act</i> 1967-1970 ³ ,		
No. 14 of 1972—Wewak General Employment Award.	and employees to whom— (vi) the Port Moresby Shipping Award, 1966-1967 ¹ ; or (vii) the Port Moresby Waterside Workers' Award 1971 (No. 15 of 1971); or		

¹ *Sic*, in Gazette.

² But compare the Common Rule declared in relation to No. 13 of 1971, which relates to the 1971 Award.

³ See, now, the *Apprenticeship Act*.

⁴ Declared to be a Common Rule—see above.

Registered Award.	Matters, etc., in relation to which Common Rule declared.	Date of declaration.	Date of gazettal of declaration.
No. 15 of 1972— Goroka General Employment Award.	(viii) the Daru Stevedoring Award 1970 (No. 8 of 1970); or (ix) the Lae Stevedoring Award 1970 (No. 9 of 1970) ¹ ; or (x) The Madang Stevedoring Award 1970 (No. 11 of 1970); or		
No. 16 of 1972— Kavieng General Employment Award.	(xi) the Wewak Stevedoring Award 1969 (No. 7 of 1969); or (xii) the Kavieng Stevedoring Award 1969 (No. 3 of 1969); or (xiii) the Rabaul Stevedoring Award 1970 (No. 12 of 1970); or		
No. 17 of 1972— Popondetta General Employment Award.	(xiv) the Rabaul Shipping Award 1968 (No. 5 of 1968), applies.		
No. 18 of 1972— Lorengau General Employment Award.			
No. 19 of 1972— Rabaul General Employment Award.			
No. 20 of 1972—Port Moresby General Employment Award.			
No. 21 of 1972— Moresby Building and Construction Industry Award.			
No. 22 of 1972— Samarai- Alotau General Employment Award.			
No. 23 of 1972— Bwagaioia General Employment Award.			

¹ Declared to be a Common Rule.

Registered Award.	Matters, etc., in relation to which Common Rule declared.	Date of declaration.	Date of gazettal of declaration.
No. 16 of 1973—Port Moresby General Employment Award, 1973.	To be Common Rules in relation to— (a) the respective areas of application set out in the Awards; and (b) employees— (i) in those areas; or (ii) normally employed in those areas but transferred by their employers from those areas in the course of employment if the period does not exceed six months or the period of a specific contract, whichever is the greater, other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) as apprentices under the <i>Apprenticeship Act</i> 1967-1970, ¹ and employees to whom— (iv) the Port Moresby Shipping Award, 1966-1967 ² ; or (v) the Port Moresby Waterside Workers Award, 1973 (No. 4 of 1973); or (vi) the Milne Bay District Shipping Award 1973 No. 6 of 1973 ³ ; or (vii) the Samarai-Alotau Stevedoring Award 1970 ⁴ ; or (viii) the Daru Stevedoring Award 1970 (No. 8 of 1970); or (ix) the Lae Stevedoring Award, 1973 (No. 7 of 1973); or (x) the Madang Stevedoring Award 1972 (No. 24 of 1972); or (xi) the Wewak Stevedoring Award 1973 (No. 2 of 1973); or (xii) the Lorengau Stevedoring Award No. 9 of 1973 ⁵ ; or (xiii) the Kavieng Stevedoring Award, 1973 (No. 8 of 1973); or (xiv) the Rabaul Stevedoring Award 1972 (No. 25 of 1972); or (xv) the Rabaul Shipping Award 1968 (No. 5 of 1968), applies.	6 December 1973.	13 December 1973.
No. 17 of 1973—Samarai-Alotau General Employment Award, 1973.			
No. 18 of 1973—Daru General Employment Award, 1973.			
No. 19 of 1973—Popondetta General Employment Award, 1973.			
No. 20 of 1973—Lae General Employment Award, 1973.			
No. 21 of 1973—Madang General Employment Award, 1973.			
No. 22 of 1973—Goroka General Employment Award, 1973.			
No. 23 of 1973—Wewak General Employment Award, 1973.			
No. 24 of 1973—Lorengau General Employment Award, 1973.			

¹ See, now, the *Apprenticeship Act*.

² *Sic*, in Gazette.

³ Cited in Gazette as "Milne Bay District Shipping Award, 1973".

⁴ No such Award appears to have been notified in the Gazette. Perhaps the *Samarai-Alotau Stevedoring Award* 1971 (No. 6 of 1971) was meant. There was also *Samarai-Alotau General Employment Award* 1970 (No. 4 of 1970).

⁵ Cited in Gazette notification as "Lorengau Stevedoring Award, 1973".

Registered Award.	Matters, etc., in relation to which Common Rule declared.	Date of declaration.	Date of gazettal of declaration.
No. 25 of 1973— Kavieng General Employment Award, 1973.			
No. 26 of 1973— Rabaul General Employment Award, 1973.			
No. 15 of 1973— Kainantu General Employment Award 1973.	To be a Common Rule in relation to— (a) the areas set out in Clause 1(a) of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) as apprentices indentured under the <i>Apprenticeship Act 1967-1970</i> . ¹	11 April 1974.	2 May 1974.
No. 14 of 1973— Mount Hagen General Employment Award 1973. ²	To be a Common Rule in relation to— (a) the area of application defined in Clause 1 of the Award; and (b) all persons employed in that area other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) as apprentices indentured under the <i>Apprenticeship Act 1967-1970</i> . ¹	11 April 1974.	2 May 1974.
No. 30 of 1973— Bwagaioia General Award, 1973.	To be a Common Rule in relation to— (a) the areas set out in Clause 1(a) of the Award; and (b) all persons employed in that area, other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) as apprentices indentured under the <i>Apprenticeship Act 1967</i> , as amended to date. ¹	30 May 1974.	6 June 1974.
No. 34 of 1973— Wau/Bulolo General Employment Award No. 34 of 1973.	To be a Common Rule in relation to— (a) the areas set out in Clause 1(a) of the Award; and (b) all persons employed in that area, other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) as apprentices indentured under the <i>Apprenticeship Act 1967</i> , as amended to date. ¹	30 May 1974.	6 June 1974.

¹ See, now, the *Apprenticeship Act*.² See footnote 1 to No. 13 of 1973 (second occurring), in list of industrial agreements and awards.

Registered Award.	Matters, etc., in relation to which Common Rule declared.	Date of declaration.	Date of gazettal of declaration.
No. 31 of 1973— Kieta/Arawa General Employment Award, 1973.	To be a Common Rule in relation to— (a) the areas set out in Clause 1(a) of the Award; and (b) all persons employed in those areas, other than employees engaged— (i) directly in primary production; or (ii) in domestic duties; or (iii) as apprentices indentured under the <i>Apprenticeship Act 1967</i> , as amended to date ¹ ; or (iv) within the terms of the current Kieta Stevedoring Agreement, and employees covered by the Bougainville Mining Workers' (Local Employees) Award ² .	30 May 1974.	6 June 1974.
No. 28 of 1973— Lake Hargi Timber Lease Sawmilling and Timber Industry Award, 1973	To be a Common Rule in relation to— (a) the West New Britain District; and (b) employers and employees in that District in the sawmilling and timber industry other than— (i) apprentices under the <i>Apprenticeship Act 1967</i> , as amended to date ¹ ; and (ii) employees who have completed a formal apprenticeship course of training.	19 September 1974.	26 September 1974.

¹ See, now, the *Apprenticeship Act*.

² See, in Gazette. *Quære*, whether this refers to the Bougainville Mining Workers (Local Employees) Award 1973 (No. 5 of 1973) or the Bougainville Mining Workers (Employees) Award 1974 (No. 10 of 1974).

INDEPENDENT STATE OF PAPUA NEW GUINEA.

CHAPTER NO. 174.

Industrial Relations.

APPENDIXES.

APPENDIX 1.

SOURCE OF THE INDUSTRIAL RELATIONS ACT.

Part A.—Previous Legislation.

Industrial Relations Act 1962 (No. 39 of 1962)

as amended by—

Industrial Relations Act 1965 (No. 17 of 1966)

Currency Conversion (Industrial Relations Ordinance) Order (No. 14 of 1966)

Industrial Relations Act 1966 (No. 18 of 1966)

Industrial Relations Act 1968 (No. 37 of 1968)

Industrial Relations (Amendment) Act 1970 (No. 30 of 1970)

Industrial Relations (Minimum Wages Board) Act 1971 (No. 32 of 1971)

Industrial Relations (Organizations) Act 1971 (No. 13 of 1972)

Industrial Relations (Boards of Reference) Act 1978 (No. 36 of 1978).

Part B.—Cross References.

Section, etc., in Revised Edition.	Previous Reference. ¹	Section, etc., in Revised Edition.	Previous Reference. ¹
1	5	17	12H
2	6	18	13
3	58	19	13A
4	7	20	14
5	8	21	15
6	9	22	16
7	10	23	17
8	11	24	18
9	12	25	19
10	12A	26	20
11	12B	27	21
12	12C	28	22
13	12D	29	23(1),(2)
14	12E	30	24
15	12F	31	23(3)
16	12G	32	25

¹Unless otherwise indicated, references are to the Act set out in Part A.

Part B.—Cross References—*continued.*

Section, etc., in Revised Edition.	Previous Reference.	Section, etc., in Revised Edition.	Previous Reference.
32A	25A	51	45
33	26	52	42
34	26A	53	43
35	26B	54	44
36	27	55	46
37	28	56	47
38	29	57	48
39	29A	58	49
40	30	59	50
41	31	60	51
42	32	61	52
43	33	62	53
44	34	63	54
45	35	64	55
46	36	65	56
47	37	66	57
48	38	67	49A
49	40	68	59
50	41		

APPENDIX 2.

SOURCE OF THE INDUSTRIAL RELATIONS REGULATION.

Part A.—Previous Legislation.

Industrial Relations Regulations 1972 (Statutory Instrument No. 2 of 1972)

as amended by—

Statutory Instrument No. 29 of 1972.

Part B.—Cross References.

Section, etc., in Revised Edition.	Previous Reference ¹ .	Section, etc., in Revised Edition.	Previous Reference ¹ .
1	Act, 12C, 13A	10	13
2	4	11	14
3	5	12	12
4	6	Schedule 1—	First Schedule—
5	7	Form 1	Form 1
6	8	Form 2	Form 2
7	9	Form 3	Form 3
8	10	Schedule 2	Act, First Schedule
9	11	Schedule 3	Second Schedule

¹Unless otherwise indicated, references are to the regulations set out in Part A.