



Papua New Guinea National Gazette

PUBLISHED BY AUTHORITY

(Registered at the General Post Office, Port Moresby, for transmission by post as a Qualified Publication.)

No. G63]

PORT MORESBY, THURSDAY, 29th SEPTEMBER

[1988

Industrial Relations Act (Chapter 174).

APPOINTMENT AND DIRECTION TO REFER INDUSTRIAL DISPUTE TO BOARD OF INQUIRY

I, Kingsford Dibela, G.C.M.G., K.St.J., Governor-General, by virtue of the powers conferred by Sections 6 and 24 of the *Industrial Relations Act* (Chapter 174) and all other powers me enabling, acting with, and in accordance with, the advice of the National Executive Council, hereby—

(a) establish a Board of Inquiry to inquire into an industrial dispute between OK Tedi Mining Construction and General Workers Union of the one part and OK Tedi Mining Limited of the other Part; and

(b) appoint—

Wep Kanawi	Chairman
Reginald McAlister	Member
Noreo Beangke	Member
Lamech Palaso	Member

to constitute that Board; and

(c) direct the Departmental Head of the Department of Labour and Employment to refer the dispute to that Board and specify that the Report of that Board be reduced to writing without delay and furnished to the Minister for Labour and Employment as soon as possible.

Dated this 27th day of September, 1988.

KINGSFORD DIBELA,
Governor-General.

Industrial Relations Act (Chapter 174)

REFERENCE TO BOARD OF INQUIRY

I, Rose Kekedo, Departmental Head of the Department of Labour and Employment, by virtue of the powers conferred by the *Industrial Relations Act* Chapter (174) and all other powers me enabling, and acting in accordance with a direction of the Head of State, acting on advice, hereby refer, for inquiry and making of a report, to the Board of Inquiry consisting of—

Wep Kanawi	Chairman
Reg McAlister	Member
Noreo Beangke	Member
Lamech Palaso	Member

appointed for the purpose of inquiring into the industrial dispute between the OK Tedi Mining Construction and General Workers Union of the one part and OK Tedi Mining Limited of the other part, the matters involved in the dispute as specified in the Schedule—

Reference of Board of Inquiry—*continued*SCHEDULE

That the Board inquire into and report to the Minister on all aspects of employment and other related industrial practices a result of the OK Tedi Mining Limited's Award workers taking a prolonged industrial action against the Company. Without limiting the generality of the subject for inquiry, the Board shall pay particular attention to the following:—

1. Justification, or otherwise, for allegations directed at the management in respect of the professional approach of two senior management staff together with the related events leading to the first and subsequent work stoppages between 18th-22nd July and 18th-31st August, 1988.

2. The appropriateness of the three shift system bearing in mind the Company's objective of increasing productivity and efficiency whilst at the same time recognising the workers' concern for safe working practices and lengthy shift work.

3. The stability of the Company's housing policy currently applied to all national employees within the financial constraints (both short and long term) and the need to stabilize the work force.

4. The progress, if any, being made on approved training and localisation programmes with particular reference to:—

(a) on-the-job training for skill upgrading; and

(b) training and career path development for technical and professional graduates and further establishing the in-take of national graduates in the past four (4) years with a view to reporting on those who have left employment and the reasons for their leaving; and

(c) apprenticeship training; and

(d) specific programmes for up-grading secretarial skills; and

(e) middle management, foreman and supervisory training programme; and

(f) any other programmes to facilitate localisation in the long term, bearing in mind the need to maintain a high standard of efficiency and productivity.

5. The appropriateness of the Award workers' job grades and classifications in the light of the introduction of new mine practices and shift changes.

6. The effectiveness of the personnel function under the present corporate structure in responding to employee grievances positively in a timely and economically efficient manner.

7. The appropriateness or otherwise of the Company's security function being associated with the personnel function where the former may be seen to be used for discouraging good employer/employee relations.

The Board may, at its discretion and where it feels it is necessary, make comparisons of the subject of this inquiry with other like organisations in the country with a view to presenting a proper and balanced report.

Dated this 28th day of September, 1988.

R. KEKEDO,
Secretary for Labour and Employment.