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Western Australian Government Railways.

Regulations for the Engine-drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants employed in the Western Australian Government Railways; to operate as from the 1st October, 1903.

ADMISSION TO THE SERVICE.

No person shall become a Cleaner unless he makes application in that behalf in his own handwriting, on the form to be obtained from the Chief Mechanical Engineer, or from the Officers-in-Charge of the several Locomotive Depôts.

Applications must be addressed to the Chief Mechanical Engineer, and will be recorded in the Chief Mechanical Engineer's office.

Applications will lapse after being on hand for six months, unless renewed before the expiration of that period, and, if so renewed, shall continue to rank as on the date when they were first recorded.

Applications must be properly filled in, and must be supported by the following documents, which shall be approved by the Chief Mechanical Engineer:—

- (a.) Registrar's certificate of birth, or duly stamped statutory declaration of date of birth.
- (b.) Originals of education certificates.
- (c.) Three satisfactory testimonials as to character, one of which must be from last employer, or satisfactory explanation why such latter testimonial is not procurable.

An applicant at the time of his becoming a Cleaner shall not be less than 18 years of age nor more than 19 years of age last birthday; and his height must not be less than 5ft. 6in.

A selected candidate will require,—

- (1.) To pass an examination by the Medical Officer of the Department that he is free from mental or bodily infirmity.
- (2.) To pass the Departmental tests for vision, hearing, and colour blindness.

PROBATION.

Every person who becomes a Cleaner shall be deemed to be on probation during the first 12 months, after which time, provided his conduct and proficiency meet with the approval of the Chief Mechanical Engineer, he shall be placed on the permanent list, and shall be entitled to all the privileges of permanent employees.

Every Cleaner shall, during the period of probation, be deemed to be employed temporarily, and in no case shall he continue to remain in the service after the expiration of that period, unless the Chief Mechanical Engineer is satisfied with his proficiency and conduct.

CLEANERS.

Rate of Wages for Cleaners.

First year ...	Five shillings and sixpence per day.
Second year ...	Six shillings per day.
Third year ...	Seven shillings per day.

Always provided that no Cleaner shall receive an increased rate of wages unless the Chief Mechanical Engineer is satisfied with his proficiency and conduct, and such increase shall be withheld accordingly until a satisfactory report is received.

No Cleaner shall be employed as an Acting Fireman until he has attained the age of twenty-one years, nor unless he has served in the Department as Cleaner for not less than two years, and has passed the prescribed examination for Firemen: Always provided that the period of service as Cleaner and age may be reduced by one year if, in the opinion of the Chief Mechanical Engineer, the requirements of the Department demand it. Any Cleaner so employed shall be paid the minimum rate of wages for Firemen.

When a vacancy occurs in the grade of Fireman, the Cleaner who possesses the longest service, counting from the date of entering the grade of Cleaner, shall be promoted. Such date shall be determined by such Agreement or Regulations as may have been in force at the time of such Cleaner entering the Service: Provided that he has reached the age of twenty-one years when such vacancy arises; that he has served not less than two years as a Cleaner; that he has passed the prescribed examination, and that his conduct has been satisfactory.

Cleaners promoted to the position of Firemen shall be placed in the third grade of Firemen, and be paid the rate of wage pertaining to that grade.

Should the business of the Department at any time demand a reduction in the number of Cleaners employed, the Chief Mechanical Engineer shall exercise his discretion as to those whose services shall be dispensed with.

FIREMEN.

Qualifications for Firemen.

No person shall be employed as a Fireman on the Western Australian Government Railways without the approval of the Chief Mechanical Engineer. Such Fireman must pass a satisfactory examination, and hold a certificate from the Chief Mechanical Engineer that he has passed the prescribed examination. He must also have served as a Cleaner on the Western Australian Government Railways, or have been employed as a Fireman or Cleaner on other railways within or outside Western Australia. Always provided that no person from outside the service of the Western Australian Government Railways shall be employed as a Fireman unless, in the opinion of the Chief Mechanical Engineer, there is no one as fully qualified and available in the employ of the Western Australian Government Railways, when he shall report to the Commissioner of Railways, who may thereon authorise the appointment of such persons as may be deemed necessary, but no person shall be engaged as a Fireman unless his educational qualifications are satisfactory, and he passes the medical examination and vision and hearing test prescribed by the Department, and produces a certificate of proficiency and good conduct from his last employer, and passes the examination prescribed for the grade of Fireman in force upon the Western Australian Government Railways.

Rate of Wages for Firemen.

Firemen shall be classified into three grades, which shall be defined on a percentage basis of the total number of Firemen employed on the Western Australian Government Railways:—

Grade.	Pay.	Percentage basis.
First	10s. per day.	40 per cent.
Second	9s. „	30 „
Third	8s. „	30 „

Always provided that no Fireman who may be eligible for promotion under the percentage basis to higher grade shall be promoted to such higher

grade, unless the Chief Mechanical Engineer is satisfied with his proficiency and conduct at the time when such Fireman becomes eligible for promotion.

If at any time the business of the Department warrants retrenchment or necessitates the reduction of Drivers to Firemen, and Firemen to Cleaners, then the percentage in the several grades of Firemen shall be adjusted accordingly.

First-class Firemen may be employed from time to time as Enginemen, and when so employed shall be paid the minimum rate for Drivers: Provided always, that no Fireman shall be so employed until he has passed the prescribed examination for Enginemen.

If, however, in the opinion of the Chief Mechanical Engineer, the requirements of the Department demand more Acting Drivers than are available or qualified in the First Grade Firemen, then such of the Second Grade Firemen as are required may be permitted to act as Drivers on same conditions as those in First Grade Firemen.

When a vacancy occurs in the grade of Driver, the Fireman who possesses the longest service in the First Grade will be entitled to be promoted; provided that he has passed the prescribed examination, and that his conduct and work have been satisfactory.

Firemen promoted to the position of Driver shall be placed in the Fifth Grade of Drivers, and be paid the rate of wage pertaining to that grade.

DRIVERS.

Qualifications for Drivers.

No person shall be employed as a Driver on the Western Australian Government Railways without the approval of the Chief Mechanical Engineer. Such Driver must pass a satisfactory examination, and hold a Certificate from the Chief Mechanical Engineer that he has passed the prescribed examination; he must also have served as a Fireman on the Western Australian Government Railways, or have been employed as a Driver or Acting Driver on other railways, either within or outside Western Australia; always provided that no Driver be engaged outside the service of the Western Australian Government Railways unless, in the opinion of the Chief Mechanical Engineer, there is no one as fully qualified in the employ of the Western Australian Government Railways, when he shall report to the Commissioner of Railways, who may thereon authorise the appointment of such person or persons as may be deemed necessary; but no person shall be engaged as a Driver unless his educational qualifications are satisfactory, and he passes the medical examination, and vision and hearing test prescribed by the Department, and produces a certificate of proficiency and good conduct from his last employer, and passes the examination prescribed for the grade of Driver in force upon the Western Australian Government Railways.

Rate of Wages for Engine-drivers.

The Locomotive Engine-drivers shall be classified into five grades, which shall be defined on a percentage basis of the total number of Locomotive Engine-drivers employed on the Western Australian Government Railways.

Grade.	Pay.	Percentage Basis.
First	15s. per day.	15 per cent.
Second	14s. „	20 „
Third	13s. „	20 „
Fourth	12s. „	20 „
Fifth	11s. „	25 „

Always provided that no Driver who may be eligible for promotion under the percentage basis to a higher grade shall be promoted to such higher grade, unless the Chief Mechanical Engineer is satisfied with his proficiency and conduct at the time when such Driver becomes eligible for promotion.

If at any time the business of the Department warrants retrenchment, or necessitates the reduction of Drivers to Firemen, then the percentage in the several grades of Drivers shall be adjusted accordingly.

WASHOUTMEN.

Rate of Wages.

Washoutmen	11s. per day.
Washoutmen's Assistants	8s. per day.

GENERAL PROVISIO RE RATES OF PAY.

Provided that nothing in these Regulations respecting the rates of pay of Drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants shall be construed to reduce the wages of any Driver, Fireman, Cleaner, Washoutman, and Washoutman's Assistant below the rate actually received by him at the coming into operation of these Regulations.

EXAMINATIONS.

Each Driver, Fireman, or Cleaner who is called on for examination shall have fourteen days' notice of the date on which he will be examined, and sample questions given for each subject.

Each Driver and Fireman called upon for examination shall be allowed to try three times, at intervals not exceeding three months, before he is considered to have finally failed in his examination; but it shall be at the discretion of the Chief Mechanical Engineer if another examination shall take place within twelve months from date of last failure: Provided always, that a Fireman who has failed three times, and is allowed a further examination, shall, if he passes, be classified after the last Fireman who has passed his examination.

Each Cleaner shall be allowed to try three times, at intervals not exceeding three months, before he is considered to have finally failed in his examination.

The services of a Cleaner who fails to pass examination for Fireman's duty after three attempts shall be dispensed with.

All questions shall be put clearly and without ambiguity, and each candidate shall be allowed all reasonable latitude in asking the examiner to make each question clear, and a driver may be present at the request of the candidate, without expense to the branch, at all *viva voce* examinations, but he shall not in any way interfere in the conduct of the proceedings.

A candidate who fails to pass his examination shall be furnished with a copy of the questions which he has failed to answer correctly.

The examiner shall be appointed by the Chief Mechanical Engineer, to whom he shall report fully the results of such examination, and the decision of the Chief Mechanical Engineer shall be final.

VISION AND HEARING TEST.

In each year, or oftener if deemed necessary, every Driver, Fireman, and Cleaner will require to submit himself to such test for colour sense, vision, and hearing as the Department may prescribe.

HOURS AND OVERTIME.

A day's work will consist of Eight hours.

Each pay period will consist of 96 hours, exclusive of Sunday time, and for each eight hours worked one day's pay will be allowed.

Sunday time stands by itself. All time worked between midnight on Saturday and midnight on Sunday will be paid for at time and a-quarter.

All Drivers and Firemen shall be considered as on active duty all the time they have to stay with their engine while in steam, except in such cases where, at the discretion of the Chief Mechanical Engineer, men may be booked off, and such time paid for as may appear to him equitable and reasonable.

PAYMENTS WHEN BOOKED ON DUTY AND NOT REQUIRED.

Any Driver or Fireman booked on duty, but informed, before leaving the shed with his engine, that he is not required for work, to be paid one quarter day's pay. Any Driver or Fireman booked on duty, and going out on traffic, and not being required, will be allowed not less than one half day's pay.

Any Driver or Fireman booked on duty, who shall receive two hours' notice at his place of residence that he is not required, shall not be entitled to any allowance.

Enginemens must report for duty such time before their train is due to leave as may be prescribed by the Chief Mechanical Engineer, at each point as that required to get their engines ready and on to the train.

PREPARING AND PUTTING AWAY ENGINES.

Each Driver and Fireman shall be allowed forty-five minutes for preparing an engine, up to the time the train is booked to leave, and thirty minutes after arrival of engine at Locomotive points for putting away.

In cases where one man relieves another, or commences work on an engine already under steam, the aforesaid allowance will not apply, but such an allowance will be paid as is deemed reasonable by Chief Mechanical Engineer.

Shunting engines will be allowed thirty minutes for preparing, and twenty minutes for putting away.

KNOWLEDGE OF ROADS.

Should the requirements of the Service necessitate that a Driver shall run over a road with which he is not fully acquainted, he shall be provided with a Pilotman. Where possible, such Pilotman shall be either a Locomotive Inspector, Driver, or Fireman authorised to drive. In cases where a Driver is removed from one Depôt to another, he shall be given facilities to learn the road at his ordinary rate of pay.

Employees required on Departmental business, other than in connection with their ordinary avocation, will be allowed actual time up to eight hours at full pay for each complete day so engaged.

LODGING ALLOWANCES (EXPENSES).

Drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants will be paid the under-mentioned lodging expenses when booked off duty at a Foreign Station.

At stations where barracks are provided, two shillings and sixpence for the first thirty hours, or part thereof, away from their Home Station, and threepence per hour for every hour or part of an hour in excess of the thirty hours.

At stations where barracks are not provided, four shillings for the first thirty hours, or part thereof, away from their Home Station, and threepence per hour for every hour or part of an hour in excess of the thirty hours.

At all stations where barracks are not provided in Goldfields' District, viz.: Yerbillon and East thereof, and Yalgoo and East thereof, five shillings for the first thirty hours, or part thereof, away from their Home Station, and threepence per hour for every hour or part of an hour in excess of the thirty hours away from their Home Station.

When sleeping vans are provided for ballast or other such gangs, two shillings and sixpence per night.

SUSTENANCE ALLOWANCE.

For the purpose of providing sustenance, any Driver, Fireman, Cleaner, Washoutman, and Washoutman's Assistant absent from his Home Station for thirty hours consecutively shall receive as expenses two shillings and sixpence.

TRANSFER ALLOWANCES.

Drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants, when transferred from one station to another to suit the convenience of the Department, will be paid expenses—

£2 for married men.

15s. for single men.

(This will not apply in cases where ordinary expenses are allowed.)

In addition to allowance, they will be granted free passes for themselves and families, and also free railway transport of their furniture and effects.

Married men, whose wives and families do not reside with them, will be treated as single men.

Drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants, on being transferred from one station to another, will be paid as for ordinary working hours only, *i.e.*, full day's pay will be allowed for each day travelling; but payment will not be made for any time occupied in travelling over and above the hours fixed for a day's work. The time of leaving and starting work to be controlled by the Officers or Foremen under whom the men serve, but in no case is a Driver, Fireman, Cleaner, Washoutman or Washoutman's Assistant to lose time by the transfer.

The granting of allowance in excess of those provided above, to meet special cases, will be at the discretion of the Commissioner of Railways.

Drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants who are allowed to transfer from one place to another to suit themselves, or who are transferred by way of punishment, will be granted free passes for themselves and families and free railway transport of their furniture and effects. Drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants so transferred will also be allowed travelling time, as above, but will not be entitled to the regulation transfer allowance. In special cases, the granting of the transfer allowance will be at the discretion of the Head of the Branch.

ALLOWANCES FOR TRAVELLING ON SERVICE.

- (a.) When travelling on duty for over eight hours and up to twenty-four hours, one day's pay will be allowed.
- (b.) Time occupied travelling on duty on Sundays will be paid for the same as on week days, at the ordinary rate of pay.

GOLDFIELDS' ALLOWANCE.

- (a.) Seven shillings per week, in addition to the ordinary rate of wage, will be paid to Drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants, at Yerbillion and Yalgoo and East thereof, for Goldfields' Allowance.
- (b.) Any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant absent from duty from any cause other than for extended leave or suspension, shall receive at Yerbillion and East thereof, and Yalgoo and East thereof, a District allowance of seven shillings per week for a period not exceeding twelve weeks, and if he continues absent for any longer period than these twelve weeks, the

matter of further District allowance shall be referred to the Commissioner of Railways for his consideration.

LEAVE.

Each Driver, Fireman, Cleaner, Washoutman, and Washoutman's Assistant shall be allowed ten days leave in each year, the whole of which shall be paid for, and shall be taken at one time in each year: Provided always that, with the consent of the Chief Mechanical Engineer, holidays may be allowed to accumulate for two years. In addition, Christmas Day and Good Friday will be allowed as paid holidays.

Each year, prior to 31st July, a statement will be posted in each Shed, showing the date on which each Driver, Fireman, Cleaner, Washoutman, and Washoutman's Assistant will go on his annual leave and resume duty afterwards.

The annual leave for Drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants shall be calculated up to the 30th June each year, and only leave up to that date will be granted each year.

With the approval of the Locomotive Foreman, any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant may be permitted to exchange dates with another.

Any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant working on Good Friday or Christmas Day will be paid at the rate of time and a-quarter, and one day will be added to the annual leave for each Good Friday or Christmas Day so worked.

Whenever any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant shall resign or be dismissed, he shall be entitled to receive any leave which may be due to him up to the preceding 30th June, except when dismissed for peculation, being under the influence of liquor on duty, drunkenness, or disobedience of lawful orders, then no claim for holidays shall be recognised.

EXTENDED LEAVE OF ABSENCE.

Any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant may, on application, be granted extended leave of absence, in addition to annual leave, without pay, for a period of six weeks, to be taken at the same time as annual leave; always provided the applicant can be spared, and no additional expense to the Department will be caused by his absence.

Any application for extended leave of absence for the purpose of visiting countries beyond the limits of Australia will be dealt with on its merits. Failure on the part of an employee to return to his duties within the specified period of leave granted will be regarded as a resignation, and will be so treated.

PASSES.

- (a.) Each Permanent Driver, Fireman, Cleaner, Washoutman, and Washoutman's Assistant will be allowed three second class passes per annum in favour of self, wife, and family under the age of 18 years, and dependent upon him for support. One station-to-station and two privilege passes from one given point to another. The station-to-station pass will be allowed on the occasion of the annual holiday, provided such holiday extends over seven days, and may be issued to cover the full term of holidays due.
- (b.) To Drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants in isolated parts, market passes will, on application, be issued once per month to the nearest approved market town. The pass may be issued in favour of the employee, his wife, his housekeeper, or

the mother of an unmarried employee. For the purpose of free transport of household provisions a free freight order (maximum weight 2cwt.) will also be issued monthly. The following to be the approved market towns:—

Perth	Beverley
Northam	Wagin
Southern Cross	Katanning
Coolgardie	Cue
Kalgoorlie	Broome Hill
Menzies	Albany
Kanowna	Bunbury
Leonora	Geraldton
Malcolm	Northampton
Kookynie	Mount Magnet
York	Yalgoo.

Employees between Hines Hill and Carrabin, inclusive, to have the option of market passes, etc., to Northam or Southern Cross.

PRIVILEGE TICKETS.

Each Driver, Fireman, Cleaner, Washoutman, and Washoutman's Assistant, after six months' continuous service, will be allowed second-class privilege return tickets in favour of himself, wife, and family under the age of 18 years, at one-half of the ordinary single fare. Second class season tickets at half the ordinary season ticket rates will, on application, be issued to enable him to travel between his place of occupation and the station at which he resides.

ABSENCE FROM DUTY THROUGH SICKNESS.

Any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant, being unable, through sickness to attend to his duties, must notify the Locomotive Officer on duty at least three hours before the time he is booked for duty, and he must also satisfy the Locomotive Officer that he is unable to attend to his duties, and, if called upon, must provide a medical certificate that he is unfit to perform his duties through sickness.

Any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant so absent will not again be booked for duty, unless the Locomotive Officer is notified not later than noon of any day.

Not more than one day's absence through sickness may be made up during the same week, and then only when the arrangements of the Shed will permit.

ACCIDENT PAY.

Any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant who may be injured in the execution of his duty by any cause other than his own neglect, and is thereby prevented or incapacitated from work, and who shall forward or produce a certificate from a duly qualified medical practitioner within three days of receiving such injury, may, on the approval of the Chief Mechanical Engineer, receive accident pay (five-eighths of his ordinary pay) for a period not exceeding 12 weeks; always provided that the Chief Mechanical Engineer may call upon such employee to produce further medical certificates from time to time, or to be examined by the Medical Officer of the Department; failing either of which, Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant concerned shall not be entitled to a continuance of accident pay. Should any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant, at the expiration of twelve weeks, still be unfit for duty, his case shall be referred to the Commissioner of Railways, and the payment of further accident pay will depend upon the Commissioner's decision, which shall be final; provided always that any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant shall report the occurrence to his immediate superior officer before leaving the Railway premises; but if the accident is of a serious nature, which may prevent such Driver,

Fireman, Cleaner, Washoutman, or Washoutman's Assistant from so then reporting, then the report to the immediate superior officer by his fellow employees shall be deemed sufficient for the purpose of this clause.

PREPARING, STABLING, CLEANING ENGINES, ETC.

Cleaners will be required, except where otherwise instructed, to clean engines, clean tubes, light up, attend to water and steam, scour fronts twice per week, Locomotive shunting or coupling-up, to assist coaling where no fuelman or labourer is employed, or to do any other work, as may be arranged and directed by the Foreman.

Firemen will be required, except where otherwise instructed, to assist to turn engine, take water, lock away all tools, clean or bank fires, and keep all fittings, etc., on footplate clean, and clean ashpans or smokeboxes, or any other work, as may be arranged or directed by the Foreman.

Drivers will be required, except where otherwise instructed, to turn engines, examine engines over pit, place engine for coaling or in shed, as the case may be, and see that all tools are locked away, or any other work, as may be arranged and directed by the Foreman.

IRREGULARITIES OR MISCONDUCT.

- (a.) All employees shall themselves provide, when called upon, with the least possible delay, any report or statement which may be required by the Officer-in-Charge.
- (b.) When an employee has made a statement to an Officer-in-Charge, and which statement the Officer-in-Charge has taken down in writing, such employee shall be either furnished with a copy of such statement, or allowed to take a copy of it.
- (c.) Should the action of any employee be such that, in the opinion of the Foreman, it should be brought under the notice of the Chief Mechanical Engineer, it shall be done within seven days of the Foreman's first knowledge of the occurrence, otherwise such report shall be null and void, and the Foreman shall, at the same time, notify the person reported.
- (d.) The Chief Mechanical Engineer shall have power to reprimand, fine, suspend from duty, reduce in grade, or dismiss any employee, and to remove any Driver or Fireman from a locomotive footplate: Provided always, that the notification to any employee of any such action shall be in writing, and shall state the reason of same being taken.
- (e.) If a final decision in any case where a charge has been made against an employee be not given within three calendar months of the occurrence of the alleged offence, the charge in question will lapse.
- (f.) Should any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant feel aggrieved with any punishment inflicted, he may appeal to the Conduct Appeal Board; such appeal to be in writing, and to go through the Chief Mechanical Engineer (in the mode prescribed by the Rules and Regulations in force from time to time), and such appeal shall set the case clearly and concisely. Each appeal must be lodged within seven days of the date the Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant receives the decision against which he appeals, otherwise such appeal shall not be heard.

(g.) This Board shall receive, hear, investigate, and finally decide all appeals from Drivers, Firemen, Cleaners, Washoutmen, and Washoutmen's Assistants, and may support, dismiss, amend, or vary any decision of the Chief Mechanical Engineer, or make such other orders as the Board may think fit, and from the decision of the Board there shall be no appeal. The decision of the Board shall be communicated to both parties to the appeal within fourteen days of the hearing of the appeal.

(h.) The Board shall consist of:—

1. A Chairman, to be appointed by the Government.
2. An Officer selected from the Salaried Staff by the Chief Mechanical Engineer, and approved by the Commissioner.
3. A Driver or any member of the Union who has been reduced from the position of Driver as the result of an accident, whose services in the Branch have not been less than one year on date of nomination, to be nominated by the Union, and approved by the Commissioner.

NOTE.—Two members shall form a quorum, provided that if either party fails to nominate a representative, then the person or persons appointed may proceed in the same manner as though all nominations had been made.

(i.) The members of the Board shall hold office for one year from the first date of appointment, and shall be appointed annually thereafter, and the members of the Board who are then in office shall retire, and their successors shall come into office.

If any member of the Board is unable to undertake his duties from any cause whatever, he shall notify the Commissioner of Railways in writing, and if the grounds of such absence appear to the Commissioner of Railways reasonable, other members shall be appointed as provided in sub-section (h), and shall hold office during the temporary absence of such members of the Board.

- (k.) Notice of each appointment of a member of the Board shall be gazetted.
- (l.) Should any employee who is a member of the Board appeal, the Union shall nominate, for the consideration of the Commissioner, another Driver to adjudicate on that case only.
- (m.) The Board will hold its meetings at such places and at such times as the Chairman may appoint, and at such meetings shall deal with appeals of which a clear week's notice has been given to the Chief Mechanical Engineer.
- (n.) The Board may regulate its own procedure.
- (o.) The decision of any two members of the Board shall be the decision of the Board.
- (p.) All evidence shall be taken on oath administered by the Chairman.

(q.) Each appellant shall have timely notice of the time fixed for hearing his appeal; he shall thereupon communicate with the Chief Mechanical Engineer, and advise as to the witnesses in the employ of the Commissioner he desires to be present at the hearing, and the Chief Mechanical Engineer will make arrangements to release the witnesses required, as well as the appellant himself, should he still be in the service of the Commissioner.

Witnesses outside the Commissioner's employ may also be called by the appellant, at his own cost.

(r.) In the event of an appeal being upheld by the Board, ordinary wages and regulation travelling expenses shall be allowed the appellant and the witnesses who may be in the employ of the Commissioner for the time occupied during the appeal. In the event of a dismissal of an appeal, the payment of wages and expenses to the appellant and his witnesses who are in the Commissioner's employ shall not be allowed. Free passes to the appellant and his witnesses who are in the Commissioner's employ shall be granted in such case.

(s.) The appellant shall, if he desires it, obtain the services of another employee or the General Secretary of his Union, to represent the facts of his case. The appellant or his nominee herein provided shall be at liberty to examine witnesses.

(t.) Provided always, that where a Joint Inquiry has been held by three Officers of the Department, and where the person or persons affected have been present during the whole time of such Joint Inquiry, and afforded the opportunity of giving evidence himself or themselves, and cross-examining any or all of the witnesses at such Joint Inquiry, then such evidence taken at such Joint Inquiry may be accepted by the Board.

TERMS OF RECOGNITION.

- (a.) That, except with regard to matters referred on appeal to the Conduct Appeal Board, the procedure in regard to individual grievances as laid down in the Government Railway Rules and Regulations shall be strictly adhered to.
- (b.) That, as regards matters affecting the members generally, the Union may address the Chief Mechanical Engineer direct, and if no satisfactory settlement is arrived at, recourse may be had to the Commissioner.
- (c.) The Union may be permitted to affiliate with any other Union or Society; provided that the Rules and Regulations referred to in Clause (a) are strictly adhered to.
- (d.) The Officers of the Union shall be Railway servants, the Secretary excepted, who need not be a Railway servant.
- (e.) No person other than Railway servants of the Government Railways are to be members of the Union.
- (f.) The Union must not address the Chief Mechanical Engineer or the Commissioner in respect to the individual grievances, privileges, or rights of any Railway servants.

- (g.) The Commissioner will grant leave on full pay for a continuous period, or otherwise, of thirty days in each year to the Secretary (should such Secretary be a Railway servant) to enable him to attend exclusively to the Union work, and a free pass will be issued to the Secretary, whether an employee or not, for that period, but may be withdrawn at the Commissioner's discretion.
- (h.) The objects of the Union are to be exclusively confined to the consideration of matters affecting the interests of its members as Railway servants.
- (i.) Notices relating to meetings or classes in connection with the Union shall be allowed to be exhibited at such places as may be approved by the Commissioner.

Any Driver, Fireman, Cleaner, Washoutman, or Washoutman's Assistant, who may be adjudged, on account of age, infirmity, or accident, to be unable to perform work equal to the rate of pay provided for the grade in which he is then placed, may, at the discretion of the Chief Mechanical Engineer, be placed in a lower grade, or upon other work suitable to his capabilities, and the rate of pay shall be altered accordingly to that appertaining to the altered grade or work.

RULES AND REGULATIONS.

These Regulations shall be read together with the Rules and Regulations and Instructions of the Western Australian Government Railways, which may be in force on the date of coming into operation of these Regulations, and with such other Rules, Regulations, and Instructions as may be issued and come into force from time to time.

In the event of any dispute arising as to the meaning or interpretation of these Regulations, or any portion thereof, the same shall be referred to the Commissioner of Railways for his determination, and his decision shall be final and conclusive.

WM. J. GEORGE,

Commissioner of Railways.

14th September, 1903.

Approved by His Excellency the Governor in Executive Council, 16th September, 1903.

(Signed) A. H. WILLIAMS,
Clerk of the Council.