

SECTION X.—OPERATIONS UNDER ARBITRATION AND WAGES BOARD ACTS.

1. **General.**—Particulars regarding operations under the Commonwealth Arbitration Acts and the various State Acts for the regulation of wages and hours and conditions of labour, shewing the number of boards authorised, constituted, and in existence and which had or which had not made any award or determination in each State; the number and territorial scope of awards or determinations, and the number of industrial agreements, in force, were first compiled to the 31st December, 1913. §

These particulars have from time to time been revised, and reviews to the end of approximately quarterly periods have been published in the periodical Labour Bulletins to the 30th September, 1916. Information has also been compiled and included in the later issues of the Labour Bulletin, respecting the estimated number of workpeople affected by awards or determinations and industrial agreements in each State. In addition, a brief quarterly epitome has been given of the number of awards and determinations made and industrial agreements filed under the Act in force in each State and the Commonwealth Conciliation and Arbitration and the Commonwealth (Public Service) Arbitration Acts. The following tabular statement gives particulars of the operations in each State and under the Commonwealth Statutes during each quarter of the years 1914, 1915, and 1916.

Awards and Determinations Made and Industrial Agreements Filed in each Quarter of 1914, 1915, and 1916.

State	1st Quarter.		2nd Quarter.		3rd Quarter.		4th Quarter.		Whole Year.	
	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.
1914.										
N. S. Wales	15	8	32	28	38	10	12	4	97	50
Victoria	15	..	14	..	15	..	3	..	47	..
Queensland	9	..	11	3	16	1	5	..	41	4
S. Australia	1	3	1	..	..	..	6	..	2	9
W. Australia	2	10	2	5	3	7	2	3	9	25
Tasmania .. .. .	..	..	2	..	4	..	..	..	6	6
Commonwealth .. .. .	..	5	4	10	2	6	..	21*	6	42*
TOTAL	42	26	66	46	78	24	22	34	208	130
1915.										
N.S. Wales.. .. .	28	9	40	6	38	6	30	4	145	25
Victoria	3	..	2	..	17	..	31	..	53	..
Queensland	1	1	7	..	13	2	14	7	35	10
S. Australia .. .. .	..	..	1	..	2	..	6	4	8	5
W. Australia	1	7	4	6	2	5	11	3	18	21
Tasmania	1	..	..	7	7	..	..	..	8	..
Commonwealth	1	..	2	11‡	2	18	2	51‡	7	182
TOTAL	35	17	55	126	81	31	103	69	274	243

* Of this number 18 agreements were made between the Federated Engine Drivers' and Firemen's Association and various employers, in terms of an Award of the Commonwealth Court.

† Of this number, 108 agreements were made between the Federated Engine Drivers' and Firemen's Association and various employers, in terms of an award of the Commonwealth Court.

‡ Including 49 agreements made between the Federal Engine Drivers' and Firemen's Association and various employers, in terms of an award of the Commonwealth Court.

§ Information as to the main provisions of the various Acts in force was given in "Labour Bulletin," No. 1, pages 57 to 60.

Awards and Determinations Made and Industrial Agreements Filed in each Quarter of 1914, 1915, and 1916.—*cont.*

State.	1st Quarter.		2nd Quarter		3rd Quarter.		4th Quarter.		Whole Year.	
	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.
1916.										
N.S. Wales	28	7	53	14	53	14	66	14	200	49
Victoria	34	..	21	..	18	..	13	..	86	..
Queensland	11	2	26	27	18	8	14	5	69	42
S. Australia	5	3	7	2	10	..	4	1	29	6
W. Australia	3	2	6	3	1	3	7	5	14	18
Tasmania	3	..	7	..	3	..	1	..	14	..
Commonwealth .. .. .	..	2	5	3	4	5*	5	11	14	21
TOTAL	64	16	125	49	107	30	110	36	426	131

* Including 1 agreement varied in respect to wages only.

Owing to the prevailing drought conditions and the advent of war during the year 1914, varying restrictive measures were introduced either for the suspension or curtailment of the operations of industrial tribunals in each of the States.* It will be seen from the records for the fourth quarter of 1914 and the first quarter of 1915, that those restrictions were apparently most effective in New South Wales, Victoria, and Queensland. There is, however, a fundamental difference between the various systems as regards the period for which awards, determinations, and industrial agreements remain in force. In New South Wales awards of industrial boards may be made for any period not exceeding three years, and industrial agreements with a currency not exceeding five years. At the end of the period specified in the award or agreement the instrument lapses unless revised or renewed.† In Western Australia, awards of the Industrial Court may be made for (a) "any specified period not exceeding three years from the date of the award; or (b) for one year, and thenceforward from year to year,"‡ and industrial agreements for a term not exceeding three years. Notwithstanding, however, the expiry of the term for which an award or an industrial agreement has been made, they remain in force in respect of all parties thereto until the expiration of thirty days after notice of intention to retire therefrom has been filed in the office of the Clerk of the Court.§ In Queensland|| awards of the Industrial Court remain in force for a period not exceeding twelve months and thereafter shall, unless the Court otherwise orders, continue in force until a new award is made. In Victoria, South Australia, and Tasmania, determinations by wages boards are not made for any specified period and remain in operation until superseded by another determination. In South Australia, however, awards made under the Industrial Arbitration Act, 1912, remain, subject to any variation ordered by the Court, in force for a period of three years, and thenceforward until

* A brief account of the effect of these restrictions was given in "Labour Bulletin" No. 9 (pp. 62-4)

† It is understood that the provisions of these instruments, in so far as they relate to wages and hours of labour, are generally observed, although the period for which they are made has expired.

‡ W.A. Industrial Arbitration Act, 1912, Sec. 31.

§ Ibid with respect to Awards Sec. 83 (1) (2) and with respect to industrial agreements, Sec. 35 (5), (6).

|| The Industrial Arbitration Act of 1916, was assented to on the 13th December, and the Industrial Peace Act, 1912, was repealed. The new Act came into force on the 12th January, 1917.

a new award is made, but are binding only on those parties to the industrial matter or industrial dispute, who are summoned to appear before the court as parties, except in those cases in which the award is declared by the Court to be a common rule.¶ Awards made under the Commonwealth (Public Service) Arbitration Act 1911 are not limited in operation to any period. Awards under the Commonwealth Conciliation and Arbitration Act 1904-1915 may be made for any period to be specified in the award, not exceeding five years from the date of the award and, after the expiration of the period so specified, the award shall, unless the Court otherwise orders, continue in force until a new award is made.* An Industrial Agreement made subsequent to a compulsory conference convened under Section 24 of the Commonwealth Act, has the same effect as an award, and thus remains in force until superseded by an award of the Court or by a further agreement. An Industrial Agreement under Part VI. of the Act may be made for any period not exceeding five years (Sec. 75), but (Sec. 81) in default of any express agreement to the contrary therein contained shall, unless rescinded, and subject to any variation, continue in force after the expiration of the term specified therein, until the expiration of one month after some party thereto has given written notice to the Registrar and to the other parties of his desire to determine it.

It will thus be seen that the restrictive measures adopted directly affected workers in New South Wales to a greater degree than in the other States. In order to overcome that difficulty and to assist in maintaining the legal minimum wage, a number of awards, extending for varying short periods the operation of expired awards, were made by Industrial Boards during the last quarter of 1914 and the first quarter of 1915. Notwithstanding these awards there were during that period at different times upwards of 50 industries for which awards had expired and in which no legal wage was in force.

During the second quarter of 1915 the restrictions referred to were somewhat relaxed in New South Wales and Queensland, and early in the third quarter operations gradually assumed normal conditions in all the States. During the third and fourth quarters of 1915 greater activity was evidenced in each State, and the number of awards and determinations made by industrial tribunals exceeded those made during any similar period of the two years under review.

Industrial tribunals were very active during the year 1916. The number of awards and determinations made were greatly in excess of the number made during either of the two preceding years. This increased activity was mainly due to applications for a review of existing awards and determinations, owing to the increase in the cost of living. In all States, with the exception of Western Australia, the numbers of awards, etc., made during 1916 exceeded those made during 1915. The Commonwealth Conciliation and Arbitration Court made 14 awards during 1916, as compared with 7 during the previous twelve months.

2. Boards Authorised and Awards, Determinations, and Agreements in Force.—In the following table particulars are given for all States, excepting Western Australia, of the number of boards authorised,

* See Commonwealth Conciliation and Arbitration Act, 1904-1915, Section 28 (1) (2). Awards under this Act are only operative and binding on the parties named in the plaint.

¶ S.A. Industrial Arbitration Act, 1912, Sec. 18 (a) (b) (c).

constituted, and in existence, and including operations under the Commonwealth and the Western Australian Arbitration Acts, of the number of awards, determinations, and industrial agreements in force in all States at the 31st December, 1913, and at approximately quarterly intervals during the succeeding three years.

Particulars of Boards and of Awards, Determinations and Industrial Agreements in Force, at 31st December, 1913, and at Approximately Quarterly Periods to 31st December, 1916.

Dates.	Boards Authorised.	Boards Constituted.	Boards in Existence.	Boards which had made Awards or Determinations	Awards or Determinations in Force†	Industrial Agreements in Force.
31st Dec., 1913*	504	501	484	387||	575§	401
30th April, 1914*	525	509	492	422||	575	415
30th June, 1914*	537	523	504	457||	584	429
30th Sept., 1914*	549	539	517	474	599	409
31st Dec., 1914*	553	544	522	478	576‡	369
31st March, 1915*	560	551	526	486	589‡	371
30th June, 1915*	568	557	532	495	638	481
30th Sept., 1915*	582	570	536	495	644	498
31st Dec., 1915*	573¶	554¶	546	498	663	546
31st March, 1916*	580	558	542	495	651	553
30th June, 1916*	589	571	555	512	678	581
30th Sept., 1916*	591	573	557	519	683	596
31st Dec., 1916	594	572	554	525	706	609

* Details have already been published as follows:—To 31st December, 1913 (Year Book, No. 7, pp. 931-3); to 30th April, 1914 (Labour Bulletin No. 5, pp. 66-8); to 30th September, 1914 (Labour Report No. 5, pp. 61-6); to 31st December, 1914 (Labour Bulletin No. 8, pp. 266-9); to 31st March, 1915 (Labour Bulletin, No. 9, pp. 73-8); to 30th June, 1915 (Labour Bulletin No. 10, pp. 176-180); to 30th September, 1915 (Labour Bulletin No. 11, pp. 267-272); to 31st December, 1915 (Labour Bulletin No. 12, pp. 416-43); to 31st March, 1916 (Labour Bulletin No. 13, pp. 84-92); to 30th June, 1916 (Labour Bulletin No. 14, pp. 194-201), and to 30th September, 1916 (Labour Bulletin No. 15, pp. 304-310.)

† Including awards made by Arbitration Courts.

‡ Owing to certain restrictions being imposed on the operations of Industrial Boards in each State, a number of awards which expired in New South Wales during these periods, were not immediately reviewed.

§ Excluding awards or determinations which expired in New South Wales (under the Act of 1908) on 31st December, 1913.

¶ Owing to a number of Awards made under the N.S.W. Industrial Disputes Act (1908) being still in force, the Boards constituted for such industries under the Industrial Arbitration Act (1912) had not made any awards.

¶ See remarks with respect to re-authorisation of Boards in New South Wales, Labour Bulletin No. 12, p. 47.

It will be observed from the particulars set out in the above table that considerable expansion of the principle of the fixation of a legal minimum rate of wage and of working conditions took place during the three years ending 31st December, 1916. For the five States, exclusive of Western Australia, 70 additional boards were brought into existence, and including the operations under the Commonwealth Arbitration Acts* and of the Western Australian Industrial Arbitration Court, 131 additional awards or determinations were in force at the end of 1916. The number of industrial agreements† made and in force under the various Acts increased during the three years under review by 208.

* The Commonwealth Conciliation and Arbitration Act, 1904-15, and the Commonwealth (Public Service) Arbitration Act, 1911.

† The registration of Industrial agreements is not provided for under the Acts in force in Victoria and Tasmania, but such agreements may be registered and filed under the provisions of the Commonwealth Conciliation and Arbitration Act to operate in any or in all States.

**Boards Authorised and Constituted, Awards, Determinations and Agreements
in Force at 31st December, 1913, 1914, 1915 and 1916.**

Particulars.	At 31st Dec.	O'with.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
<i>Boards Authorised, etc.*</i>									
Boards authorised ..	1913 ..	..	216†	185	75	56	..	23	504
	1914 ..	..	230†	130	101	50	..	27	553
	1915 ..	..	226	147	112‡	56	..	32	573
	1916 ..	..	234	147	122	57	..	34	594
Boards constituted ..	1913 ..	..	223†	132†	74	51	..	21	501
	1914 ..	..	238†	135†	94	51	..	26	544
	1915 ..	..	226	142†	104	51	..	31	554
	1916 ..	..	234	143†	111	51	..	33	572
Boards in existence	1913 ..	..	207†	131	74	51	..	21	484
	1914 ..	..	217†	135	93	51	..	26	522
	1915 ..	..	226	141	98	51	..	30	546
	1916 ..	..	234	142	119‡	51	..	32	554
Boards which had made Awards or Determinations	1913 ..	..	123	123	74	47	..	19	356
	1914 ..	..	186	130	92	47	..	23	478
	1915 ..	..	196	133	96	47	..	26	498
	1916 ..	..	211	137	97	49	..	31	525
<i>Awards and Determinations—</i>									
Awards and Determinations in force	1913 ..	17	205||	127	73	54	18	21	575
	1914 ..	18	242	133	89	55	46	26	609
	1915 ..	20	261	137	103	56	57	29	663
	1916 ..	30	258	141	120	62	64	31	706
<i>State Awards and Determinations—</i>									
Applying to Whole State	1913 ..	..	32	8	3	..	..	15	58
	1914 ..	..	17	10	4	..	..	19	50
	1915 ..	..	20	12	7	..	..	20	65
	1916 ..	..	8	12	8	..	..	21	49
Applying to Metropolitan area	1913 ..	..	58	..	28	53	13	1	153
	1914 ..	..	63	..	30	54	25	1	173
	1915 ..	..	75	..	30	54	32	1	192
	1916 ..	..	74	1	33	58	37	2	205
Applying to Metropolitan and Country areas	1913 ..	..	40	105	1	..	1	5	161
	1914 ..	..	41	109	12	..	5	6	173
	1915 ..	..	38	111	17	..	7	8	181
	1916 ..	..	40	114	20	..	7	8	198
Applying to Country areas	1913 ..	..	126	14	41	1	4	..	186
	1914 ..	..	121	14	43	1	16	..	195
	1915 ..	..	122	14	49	2	15	..	205
	1916 ..	..	127	14	59	4	20	..	224
<i>Commonwealth Awards</i>									
Awards in force in each State	1913 ..	..	13	17	15	16	9	13	..
	1914 ..	..	16	17	15	15	8	12	..
	1915 ..	..	17	19	15	16	10	14	..
	1916 ..	..	25	25	18	22	13	18	..
<i>Industrial Agreements</i>									
In force ..	1913 ..	228	75	..	5	11	82	..	401
	1914 ..	179	78	..	10	17	85	..	369
	1915 ..	361	73	..	15	16	83	..	548
	1916 ..	374	85	..	49	18	83	..	600
Commonwealth Agreements in force in each State	1913 ..	..	132	129	68	62	57	61	..
	1914 ..	..	96	76	28	34	29	30	..
	1915 ..	..	119	229	29	36	30	33	..
	1916 ..	..	125	236	32	40	37	39	..
Number of Persons working under State Awards and Determinations (estimated)	1916 ..	..	260,000	150,000	90,000	25,000	32,000	12,000	569,000

* The figures for New South Wales are exclusive of demarcation boards.

† Including boards which were subsequently dissolved, owing to alteration in the sectional arrangement of industries and callings.

‡ Including one board subsequently superseded by three boards.

§ Including six boards, the authorisation of two of which was subsequently rescinded and four others were superseded for the purpose of varying the jurisdiction.

|| Omitting a number of awards which expired on the 31st December, 1913.

‡‡ All Boards (with certain exceptions) appointed under the Industrial Peace Act 1912 were dissolved on the 23rd February, 1917. The Industrial Arbitration Act of 1916 came into force on the 12th January, 1917. Under the new Act all Boards will be reconstituted.

From the particulars set out in the above table, ready comparison can be made with respect to the progress in each of the States during the years 1913, 1914, 1915, and 1916, as to the number of Boards operating, and the number of Awards, Determinations, and Industrial Agreements in force at the end of each annual period.

Information as to the main provisions of the various Industrial Acts in force was given in Labour Bulletin No. 1, pages 57 to 60. In later issues brief reviews have also been furnished respecting new legislation of an industrial character, as well as information respecting noteworthy pronouncements or procedure by industrial tribunals, and any special application or conditions of the terms of awards or determinations. In Labour Bulletins No. 13, 14, and 15, brief reviews of the work of industrial tribunals in the various States during the first nine months of the year 1916 were published. During the last quarter of the year the number of awards and determinations made by Wages Boards and Commonwealth and State Industrial Courts was 110. Of this number 66 were made in New South Wales, 13 in Victoria, 14 in Queensland, 7 in South Australia, and 1 in Tasmania. The remaining 9 awards were made by the Commonwealth Conciliation and Arbitration Court and the Arbitration Court of Western Australia. The number of Industrial Agreements filed under the various Acts during the fourth quarter was 36.

(i.) *New South Wales*.—In this State Industrial Boards made 66 awards during the three months ending December, while variations of awards numbered 52. The Industrial Court varied or amended 19 awards during the quarter. The number of boards in existence at the end of the year was 234. Awards and industrial agreements in force at that date numbered 258 and 85 respectively. The difference between the number of boards which had made awards and the number of awards in force, is due to a number of boards making separate awards for the same industry, but operative in different areas, or separate awards for branches of the same industry.

"The Industrial Arbitration (Amendment) Act, 1916," was assented to on the 20th December, 1916. This Act may be cited as the "Industrial Arbitration (Amendment) Act, 1916," and shall be construed with the Industrial Arbitration Act, 1912. Section 5 of the principal Act was amended by inserting in the definition of "industry" the word "craft," and adding the words "and unless otherwise indicated by the context or any provisions of this Act any division of an industry or combination, arrangement, or grouping of industries." Section 13, "Constitution of the Court," was amended, sub-sections 3, 4, 5, and 7 being repealed and new sub-sections inserted. Section 14, "Powers of the Court," was amended by the conferring of further powers on the Court in exercising the powers, jurisdictions, and functions of boards. Section 16 was also amended, while Section 17 and Schedules (one) and (two) of the principal Act were repealed. Regulations amending the regulations under the Industrial Arbitration Act 1912 were also approved and gazetted.

(ii.) *Victoria*.—In this State no new boards were authorised or constituted during the fourth quarter of the year. Twelve determinations were made by Wages Boards. The hearing of the appeal by the employers against the findings of the Sewer Builders' Wages Board was before the Industrial Court of Appeal during November. His Honour, in giving judgment, decided that the hours of labour should be 48, instead of 44, as fixed by the Board. A slight reduction in the hourly rates of wage given by the Wages Board was made.

The number of Wages Boards in existence at the end of the year was 142, while the number of determinations in force was 141. The Act in Victoria does not provide for the filing of industrial agreements.

(iii.) *Queensland*.—The number of awards in force in this State at the end of December, 1916, was 120, while 49 industrial agreements filed under the provisions of the State Act were in operation. During the year 1916 the industrial tribunals in Queensland were very active, no less than 69 awards being made and 42 industrial agreements being filed.

On the 18th December assent was granted to "the Industrial Arbitration Act, 1916." The new Act came into operation on the 12th January, 1917. At the first sitting of the Full Bench a concise statement concerning the main provisions of the new Act was made. The following quotations from the statement will be of interest:—

"The Industrial Arbitration Act of 1916."—The Industrial Court established under the Act of 1912 will give place to the Court of Industrial Arbitration established by the Act of 1916, but the decisions of the old court, based as they were upon the law laid down by industrial tribunals in the Commonwealth and New Zealand, will remain in force and have the effect of decisions of the new court.

The importance of the functions of the Court of Industrial Arbitration need not be emphasised. Its decisions will touch upon almost every phase of industrial activity in the community. A single award may directly apply to many thousands of persons, bring about considerable changes in social conditions, and substantially affect interests of financial magnitude. In regard to all industrial causes the jurisdiction of this tribunal will be exclusive. The Legislature has conferred upon it the widest powers, has created it a branch of the Supreme Court, has given its judges the status of judges of the Supreme Court, and has enacted elaborate safeguards against the interference with it of other tribunals.

With certain exceptions, the Act applies to all callings and to all persons. These exceptions are (1) State children, (2) domestic servants, (3) persons engaged in farming operations on dairy farms, fruit farms, and agricultural farms. The Act applies, however, to persons employed in any capacity on farms in the sugar industry and to persons employed in butter factories or cheese factories.

A novel feature of the Act is its pronouncement as to a minimum wage. The president of the Commonwealth Court of Conciliation and Arbitration adopted as a minimum wage a living wage, basing it upon "the normal needs of the average employee regarded as a human being living in a civilised community." This definition, if such it may be called, has been adopted with substantial unanimity by all Courts of Arbitration in Australia, including the Industrial Court established under the Queensland Act of 1912.

In the Act which this Court will interpret and administer, the minimum wage is the subject of a legislative definition which will not, however, affect any radical change. It is provided that—

"The minimum wage of an adult male employee shall be not less than is sufficient to maintain a well-conducted employee of average health, strength, and competence, and his wife, and a family of three children in a fair and average standard of

comfort, having regard to the conditions of living prevailing among employees in the calling in respect to which such minimum wage is fixed, and provided that in fixing such minimum wage the earnings of the children or wife of such employee shall not be taken into account.

“The minimum wage of an adult female employee shall not be less than is sufficient to enable her to support herself in a fair and average standard of comfort, having regard to the nature of her duties and to the conditions of living prevailing among female employees in the calling in respect to which such minimum wage is fixed.”

Worthy of note also are the directions which by the Act are given to the Court and to Industrial Boards. Amongst these is the important instruction that new awards and industrial agreements shall (except in respect of certain specified callings) provide that—

“Employees shall not be worked on more than six out of seven consecutive days, and the time worked by them within any period of six consecutive days shall not exceed forty-eight hours; the time worked by employees on each day shall not exceed eight hours, except in those callings where a short day in each week is mutually adopted by the employers and employees, in which latter cases the time worked on five days of the week may be proportionately greater than eight hours per day in order to allow forty-eight hours to be worked during six consecutive days.”

Another provision of some importance is that whereby, with the consent of both parties, counsel or solicitor may be heard in any proceeding before the Court or a Board. We consider that in appeals from the decisions of industrial magistrates as to offences, which appeals will now be by way of rehearing, it will be of general advantage if the parties consent to the hearing of counsel or solicitor.”

On the 6th October the report of the commission appointed to make inquiry in regard to the position of “construction workers on the Queensland Government Railways, and more particularly in reference to rates of wages,” was published in the “Government Gazette.” The commission made an exhaustive inquiry concerning the rates of wage as affecting the various grades, overtime pay, rates of pay for Sundays and holidays, hours of labour, and general conditions of employment. The minimum rate of wage for ordinary labourers in the Southern District was fixed at 9s. 3d. per day. The commission recommended that in view of the undoubted loss caused by wet weather, wages should be paid wet or dry, and that the question whether it was too wet to work should be left entirely to the discretion of the ganger in charge. The recommendations of the commission as to the rates of wage to be paid to construction workers in various districts, as well as various other matters concerning the employment of such workers, were embodied in an agreement, which came into operation as from the 1st October, 1916.

The application of the employers for a writ of prohibition against the Australian Workers' Union, to prevent the enforcement of the award of the Industrial Court of Queensland, covering the sugar industry, was before the Full Court of Queensland during October. Prohibition was granted against some portions of the award, but, the

minority of the Court dissenting, it was held that this did not affect the validity of the remainder of the award, including some of those parts most strongly objected to by the appellants. The matter was then taken on appeal to the High Court, the employers seeking prohibition as against the whole award, or alternatively, against the provisions as to the supply of food. The matter was before the High Court in January, 1917, when the fact that a new Act, entitled "the Industrial Arbitration Act, 1916," had been passed by the Queensland Parliament, was brought under the notice of the Court. The Chief Justice stated that one of the objections made to the award was its retrospectivity. One of the express provisions of the new Act was that the Court could make an award retrospective. Section 8 gave retrospective effect to an award. This new Act expressed the definite intention of the Legislature of Queensland, and it was plain in the face of that expressed intention that the High Court would not be justified if it thought that otherwise it would be right to do so, in granting prohibition. In these circumstances the Court could not proceed to give any judgment in the matter.

(iii.) *South Australia*.—At the end of the year 1916, 51 Wages Boards were in existence in this State. The number of awards of the Court and determinations of Wages Boards in force was 62, while 18 industrial agreements filed under the provisions of the State Act were in operation.

An application to have the award of the Court as it affected certain employers, and the country members of the South Australian branch of the Printing Trade Employees' Industry, declared a common rule for the printing industry outside the metropolitan area, was granted by the Industrial Court during December.

On the 25th October the president of the Industrial Court delivered his award in the steam tug employees' dispute. The maximum number of hours of work per week was fixed at 51. The wages for Port Pirie were fixed at 8s. per month above Port Adelaide rates. An application by the employees' association to have the award made a common rule so as to cover all employees connected with the tug boat industry in South Australia was dismissed by common agreement.

An Act to amend "the Industrial Arbitration Act, 1912," was assented to on the 12th October, 1916. Section 8 of the principal Act is amended by adding a new sub-section, which empowers the Governor to appoint a Stipendiary Magistrate, upon the certificate of the President that judicial assistance is required by the Court, to act as the President's deputy in any part of the State. The amended Act also fixes the salary of the President.

An Act to amend "the Shearers' Accommodation Act, 1905," was assented to on 5th October, 1916. The amended Act provides that kitchens and sleeping and dining rooms shall be supplied with sufficient light and ventilation, and also that they shall be fumigated or disinfected to the approval of an inspector at least once a year. Kitchens and sleeping and dining rooms shall be provided with a floor of suitable material. A meat house, a sufficient supply of good drinking water, proper cooking, drinking and washing vessels and utensils shall also be provided. All such buildings referred to shall be at least fifty yards from the shearing shed.

(v.) *Western Australia*.—The number of awards in force under the provisions of the State Industrial Arbitration Act at the end of the year 1916 was 64, while 83 industrial agreements filed under the provisions of the same Act were in operation. During the fourth quarter 4 awards were made by the Industrial Court, and 5 industrial agreements were filed. The agreement affecting shop assistants in Perth was made a common rule. The Enginedrivers' and Firemen's Union decided, after an interview with the Commissioner for Railways, to continue under the existing wages award for another twelve months.

(vi.) *Tasmania*.—In this State the number of Wages Boards in existence at the end of the year was 32, of which 31 had made determinations. The Act in force does not provide for the filing of industrial agreements. During the fourth quarter the Painting Trade Wages Board made a determination covering the whole State. The determination came into force on 6th January, 1917. The amended determination of the Carpenters' and Joiners' Board came into operation during December.

(vii.) *Commonwealth Arbitration Acts*.—The number of awards in force at the end of the year 1916 under the provisions of the Commonwealth Conciliation and Arbitration Act, and the Commonwealth (Public Service) Arbitration Act, was 30, as compared with 20 at the end of 1915. The number of industrial agreements in force at the 31st December, 1916, was 374.

The awards made by the Court under the provisions of "the Commonwealth (Public Service) Arbitration Act" cover employees engaged as postmasters, postal electricians, postal and telegraph linemen, postal sorters, post and telegraph officers, telegraphists, clerical officers in post-offices and postal assistants, telegraph and telephone construction and maintenance men, and letter carriers. The permanent officers in the clerical division of the service are also covered by an award, which came into operation during 1916. An award covering temporary clerical officers in the Commonwealth Public Service came into force on the 1st April, and continued in force until the 30th September, 1916.* The employees at the Small Arms Factory, Lithgow, are working under an award. Hotel employees in State hotels at Darwin also came under award. Saddlers and other leather workers employed by the Defence Department are working under an award of the Commonwealth Court. The occupations of employees working under awards made under the provisions of "the Commonwealth Conciliation and Arbitration Act" comprise masters and officers, marine engineers, builders' labourers, enginedrivers and firemen, waterside workers, tanners and curriers, felt hatters, artificial manure workers, mining employees, gas works' employees, meat industry employees, and storemen and packers. The award covering pastoral workers expired in October. An agreement, after compulsory conference, was made pending the hearing of the new plaint by the Court. Seamen were covered by an award of the Commonwealth Court until November, when it expired by effluxion of time. An industrial agreement, fixing rates of pay and working conditions, has since been made. Wireless operators made an agreement under Section 24 of the Act during the fourth quarter of the year.

* See Commonwealth Conciliation and Arbitration Act, 1904-1915, Section 23 (2).