

SECTION IX.—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 31st December, 1915. || 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 year 1914 and 1915, respectively:—

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

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	..	..	..	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	..
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	39	4	145	25
Victoria	3	..	2	..	17	..	31	..	53	..
Queensland	1	1	7	..	13	2	14	7	35	10
S. Australia .. .. .	..	..	..	1	..	..	6	4	8	5
W. Australia	1	7	4	6	..	5	11	3	18	21
Tasmania	1	..	..	7	7	..	..	..	8	..
Commonwealth	1	..	2	113‡	2	13	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 Federated 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. || See table on page 75.

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 industrial boards remain in force for a period of twelve months and thereafter until amended by another award of the board, or the board or court has made a new award with respect to the same matters. 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 operation for a period of three years, and thenceforward until 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

* A brief account of the effect of these restrictions was given in "Labour Bulletin" No. 9 (pp. 62-4). A more detailed statement is now in course of preparation, and will be published at an early date.

† 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. 81.

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

|| Except with respect to Awards made by the Industrial Court, under the Industrial Peace Act, 1912 (Sec. 7), which are limited to a continuance in force for a period of twelve months, Sec. 13 (1), and unless the Court otherwise orders, after the expiration of the period so specified, until a new award has been made. Awards made under Sec. 7 are, however, only operative against and binding on all parties to the industrial matter or industrial dispute, who appear or who are represented before the Court (Sec. 14 (a)) and all parties who have been summoned to appear as parties to the matter in dispute (Sec. 14 (b)).

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

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.

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, 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 two years.

* 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.

Particulars of Boards and of Awards, Determinations and Industrial Agreements in Force, at 31st December, 1913, and at Approximately Quarterly Intervals to 31st December, 1915.

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	609‡	369
31st March, 1915*	560	551	526	486	622‡	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	548

* 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 31st December, 1914 (Labour Bulletin No. 8, pp. 268-9); to 31st March, 1915 (Labour Bulletin, No. 9, pp. 73-8); and to 30th June, 1915 (Labour Bulletin No. 10, pp. 176-180); to 30th September, 1915 (Labour Bulletin No. 11, pp. 267-271); and to 31st December, 1915 (Labour Bulletin No. 12, pp. 416-7).

† Including awards made by Arbitration Courts as well as Boards.

‡ Figures adjusted to include those awards under the Western Australian Arbitration Act, 1912, which had expired, but which had not been formally retired from, in terms of Sec. 88 (2).

§ 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.

¶ Reduction due to the elimination of the number of dissolutions previously recorded for New South Wales consequent upon a general dissolution of all boards, and the constitution and re-arrangement of 226 new boards for that State.

From the particulars set out in the above table it will be observed that considerable expansion of the principle of the fixation of a legal minimum wage and working conditions was recorded during the two years subsequent to the 31st December, 1913. For the five States, exclusive of Western Australia, 62 additional boards have been brought into existence, and including the operations under the Commonwealth Arbitration Acts* and of the Western Australian Industrial Arbitration Court, 88 additional awards were in force at the end of 1915. The number of industrial agreements made and in force† under the subsisting Acts increased during the two years under review by 147. As will be seen from the table on page 75, 224 agreements were filed during 1914-15 under the Commonwealth Conciliation and Arbitration Act, of which 175 separate agreements, in terms of the subsisting award of the Commonwealth Court were made with a number of different employers and filed on behalf of the Federated Engine-drivers' and Firemen's Association of Australasia.

The particulars are further analysed for each year with respect to each State in the following table:—

* 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 and 1915.**

Particulars.	At 31st Dec.	C'with.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
<i>Boards Authorised, etc.*</i>									
Boards authorised ..	1913	..	216†	135	75	56	..	23	504
	1914	..	230†	139	101	56	..	27	553
	1915	..	226	147	112‡	56	..	32	573
Boards constituted ..	1913	..	223†	132‡	74	51	..	21	501
	1914	..	238†	135‡	94	51	..	26	544
	1915	..	226	142‡	104	51	..	31	554
Boards in existence	1913	..	207†	131	74	51	..	21	484
	1914	..	217†	135	93	51	..	26	522
	1915	..	226	141	98	51	..	30	546
Boards which had made Awards or Determinations	1913	..	123	123	74	47	..	19	386
	1914	..	186	130	92	47	..	23	478
	1915	..	196	133	96	47	..	26	498
<i>Awards and Determinations—</i>									
Awards and Determinations in force	1913	17	265||	127	73	54	18	21	575
	1914	18	242	133	80	55	46	26	609
	1915	20	261	137	103	56	57	29	663
<i>State Awards and Determinations—</i>									
Applying to Whole State	1913	..	32	8	3	..	..	15	58
	1914	..	17	10	4	..	..	19	50
	1915	..	28	12	7	..	..	20	65
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
Applying to Metropolitan and Country areas	1913	..	49	105	1	..	1	5	161
	1914	..	41	109	12	..	5	6	173
	1915	..	38	111	17	..	7	8	181
Applying to Country areas	1913	..	126	14	41	1	4	..	186
	1914	..	121	14	43	1	18	..	195
	1915	..	122	14	49	2	18	..	205
<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	..
<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
C'wealth 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	..
Number of Persons working under State Awards and Determinations (estimated)	1915	..	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.

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 1914 and 1915 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.

(i.) *New South Wales.*—During the last quarter of the year 1915 a complete rearrangement of the industrial boards comprising the sectional grouping adopted under the Industrial Arbitration Act 1912 was effected. Industries and callings which for the first time were declared as industries within the scope of that Act, and for which industrial boards were constituted, included knitting, structural iron working, rubber working, bag making (other than paper bags), machine-belt manufacture,

foremen stevedores, and clerks (other than articulated solicitors' or architects' clerks, and clerks in banks and insurance offices). In a number of instances the jurisdiction of certain industrial boards was widened in order to embrace workers in allied industries or callings who had been under the jurisdiction of separate boards.

Owing to a number of dissolutions of industrial boards in this State during the years 1914 and 1915, precise comparison cannot be made of the numbers authorised, constituted, and in existence at the end of the three years as set out against the first three items in the above table. With respect to the number of boards which had made awards at the 31st December, 1913, it is pointed out that awards made under the Industrial Disputes Act 1908 were still in force for many industries for which boards were constituted under the 1912 Act, consequently these boards were not required to make new awards until the expiration of the existing awards. Those awards, under the 1908 Act, have expired from time to time, and only four remained in force at the end of the year 1915. The explanation of this number being still in force at that time is, that when the 1912 Act came into operation, several boards constituted under the 1908 Act had partly heard applications for awards, and subsequently issued awards which came into operation after the later Act had come into force. 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 different branches of the same industry. It will be observed that a tendency exists to make awards less generally apply to the whole of this State, and to make a greater number of separate awards apply to the metropolitan area only.

During the two years now under review the basic or living wage was twice the subject of pronouncements by the Industrial Court. On the 16th February, 1914,* His Honor, Mr. Justice Heydon, Judge of the Court of Industrial Arbitration, fixed the minimum rate of wage for unskilled labour at 48s. per week, and applications to boards to vary existing awards to comply with that rate were granted. On the 17th December, 1915,† His Honor stated on behalf of himself and Mr. Justice Edmunds, the additional Judge of the Court, that, after a good deal of discussion, they had determined to express their view, as a guide to the Industrial Boards, that the minimum wage for ordinary labourers should be 1s. 1½d. per hour, or 8s. 9d. per day, or 52s. 6d. per week. This rate of wage has since been awarded as a minimum to employees in the service of the State railways and tramways.

(ii.) *Victoria*.—During the year 1914 wages boards were authorised in this State with jurisdiction extending throughout the metropolitan area as defined by the Factories and Shops Act for the following industries or callings:—Animal Manure making, Opticians, and Fish, Game, and Poultry, and during 1915 for Perambulator building, Tile laying, Knitting, and Sewer buildings. During the same periods separate boards were authorised for Bread Baking, Butchering, and Printing in specified provincial areas, and for Bread Baking and Butchering in country areas

* See New South Wales Industrial Gazette, vol. V., p. 147.

† See New South Wales Industrial Gazette, vol. IX., p. 17.

only. Of these twelve boards, four, viz., the Opticians, Animal Manures, Fish and Poultry, and the Sewer Builders' boards, had made a determination at the 31st December, 1915. With the exception of the country Bread Baking and the provincial Printing the whole of these twelve boards had been duly constituted. Other wages boards authorised in this State which have not been constituted are:—The Felt Hatters' Board, Stationery Board, and the Slaughtering for Export Board. Notwithstanding that some tendency has been shewn during the past two years to make determinations apply to the whole State, it will be seen that of late the policy of granting separate boards for the same industry, with jurisdiction in separate areas of the State, appears to be receiving greater consideration. The question of fixing rates of wages lower in provincial and country areas than in the metropolitan area, and more in accord with the ascertained difference in the cost of living in those areas has been put forward as the main reason for this policy. On the 1st January, 1915, the Factories and Shops Acts Amendment Act 1914 came into operation. Among other amendments to the principal Acts provision was made for an alteration in the constitution of the Court of Industrial Appeals. In the original Act the President constituted the Court, but power was granted to him to appoint two assessors for the purpose of advising on any questions relating to any determination subject to appeal. The Amendment Act provided that the Court shall consist of a President and a representative of the employers and the employees respectively, and shall be constituted from time to time as occasion requires.*

(iii.) *Queensland*.—The 75 industrial boards provided for under Schedule I. to the Industrial Peace Act 1912, were added to by a further 26 boards authorised during the year 1914, and 11 during the year 1915, making a total number authorised to the end of the latter year 112. Of this number authorisations for boards for the following callings, insurance clerks and water and sewerage workers respectively were rescinded—the latter on the Full Court declaring that the authorisation was *ultra vires* of the Industrial Peace Act 1912, and four other boards were dissolved and reauthorised with changed jurisdiction.† The following callings were declared to be callings within the meaning and for the purposes of the Industrial Peace Act 1912, as provided by Section 5 thereof, and were added to Schedule II. of the Act:—"Life Assurance Canvassers;" "Metalliferous Mining;" "All employees employed in or in connection with sewerage works, including the erection, construction, and maintenance of any such work;" and "All employees of Joint Boards or Local Authorities within the meaning of the Local Authorities Act 1902 (other than clerical and professional employees and employees bound by an award within the meaning of the Industrial Peace Act 1912)."

* Factories and Shops Act Amendment Act 1914, Section 51 (2) (3).

† The scope of the original and amended jurisdiction in each instance was as follows.—Coopers, South Eastern Division to Whole State; Coal Mining, other than South Eastern Division, to two boards designated respectively Coal Mining, Northern Division and Coal Mining Whole State, excluding the Northern and South Eastern Divisions; House Painting and Decorating, Brisbane, to Painters and Decorators (including ship, other than painters of ships' hulls, and boat painters), Brisbane; and House Painting and Decorating, South Eastern Division, to Painters and Decorators, South Eastern Division, excluding Brisbane.

In comparison with the increase of 27 boards, 22 additional boards made awards during the period under review, making a total of 96 boards whose awards were in force at the 31st December, 1915. In addition to these 7 other awards made by the Industrial Court under Section 7 (1) and (2) of the Industrial Peace Act 1912, were in operation.* Under these powers the Court made awards on submissions made to it by the Minister for Public Works, with respect to surface and underground workers in the metalliferous mining industry at Mount Morgan, and employees engaged in or in connection with sewerage works undertaken by the Metropolitan Water and Sewerage Board. The Court also made an award affecting mechanical engineers (Northern Division) on the board failing so to do. Appeal judgments against awards of boards were also delivered by the Court in a number of instances, in addition to awards made subsequent to compulsory conferences convened under sec. 10 of the Industrial Peace Act 1912.

On the 14th October, 1915, a Bill "to provide for the regulation of the conditions of industries by means of Industrial Conciliation and Arbitration, to establish a Court of Industrial Arbitration and certain subsidiary tribunals, and define their jurisdiction, and for the purposes consequent thereon or incidental thereto," was passed by the Legislative Assembly. Consequent upon alleged important amendments being effected by the Legislative Council, the Bill was held over for later action by the Legislative Assembly.

(iv.) *South Australia*.—During the two year's period now under review, no additional industry was brought under a Wages Board, in pursuance of the Factories Act 1907 in this State. Of the 56 Wages Boards which had been authorised prior to the 31st December, 1913, the following, Flour Mills, Masons and Bricklayers, Hotel Club and Coffee Palace, River Murray Fruitgrowers, Aerated Waters, † Boiler-makers, † Builders' Labourers, † Fruit Preserving, † Plasterers, † and Stove Range and Oven Makers † Boards had either not made any determination, or, as in the case of the Hotel Club and Coffee Palace Board, the determination had been quashed, and no further determination had been made by the Board. In one instance only (aerated water trade) has a board since been regularly constituted for any of these industries.

* Section 7 (1) provided that "subject to this Act the Court shall have jurisdiction over all in dustrial matters and industrial disputes in any calling which are submitted to it:—(a) By the Minister or the Registrar as proper to be dealt with by it in the public interest; or (b) By an employer or any number of employers employing or usually employing not less than twenty employees in any calling; or (c) By not less than twenty employees in any calling; and the Court in the exercise of such jurisdiction shall have all the powers and authorities of a Board and may make such awards and orders as it thinks proper." Sub-section (2) provides that "The Registrar may at any time submit to the Court that the Board appointed for any calling has been guilty of wilful or unnecessary delay in making an award with respect to any industrial matter or industrial dispute within its jurisdiction, whereupon the Court may call upon the Board to show cause why the Court should not exercise the functions and jurisdiction of the Board with respect to such matter or dispute. The Court, if after due inquiry is satisfied that the Board has been guilty of such delay as aforesaid, may make an order that the functions and jurisdiction of the Board as aforesaid shall be exercisable by the Court and make such award or orders as it thinks proper."

† On the Minister of Industry reporting to the Industrial Court the inability to complete the required appointments to constitute certain Boards, or of the failure of some of the Boards to make any determination, the Court undertook the hearing of claims and made an award for these industries.

During the year 1914 an award of the Industrial Court was made for engineers (Port Pirie), and during 1915 for railway construction workers (Riverton-Spalding), after a compulsory conference had been convened in each instance, and for undertakers' employees and for drivers and stablemen employed in retail milk vending within the metropolitan area, on an application being made in pursuance of sec. 13 of the Industrial Arbitration Act 1912. An award of the Court relating to stevedores at Port Pirie was superseded by an award of the Commonwealth Arbitration Court, and the award for engineers (Port Pirie) expired by effluxion of time.

The operations of the determinations of the Storemen, Packers, Porters, and Nightwatchmen, No. 1 and No. 2 Boards (for inside and outside workers respectively) were suspended during August 1915, in consequence of an existing dispute; and the suspensions had not been revoked at the end of that year.

During the year 1915 a bill to amend the Industrial Arbitration Act 1912 was introduced in the Legislative Assembly. The main features of the bill were as follows:—

- (a) The registration and regulation of registered associations of employers or employees;
- (b) The extension of the provisions of the subsisting Acts to agricultural pursuits, and to employees on a daily rate of wage in the State Railways or any State Authority;
- (c) The granting of preference in employment to members of any registered association of employees—other than those employed on naval or military service during the war;
- (d) The repeal of the penal sections of the original Act, relating to imprisonment, for engaging in any strike or for picketing;
- (e) The limitation of the hours for female work; and
- (f) The application of equal pay for equal work as between male and female employees.

The whole of the proposed amendments and new legislation, with the exception of the firstmentioned item, were struck out, and the Act was assented to on 23rd December, 1915.

(v.) *Western Australia*.—Under the provisions of the Industrial Arbitration Act 1912 (Sec. 83) any and all awards made under the preceding Act of 1902, which had not been superseded by a later award, or from which the parties thereto had not formally retired as provided, were revived and made operative. During the past two years notice of a number of retirements were registered, which in some instances led to a further award being made for the particular industry affected. The situation, as pronounced by the Industrial Arbitration Court, is that no award can be reviewed until the retirements as provided are complete, and then only on it being shewn that an industrial dispute is in existence. In some instances, therefore, in order to establish a legal minimum wage in an industry, industrial agreements have been entered into between a number of employers and employees, and application subsequently made for a declaration by the Court under sec. 40 of the Act that the terms of the agreement shall be a common rule in that industry within a certain specified area.

(vi.) *Tasmania*.—During the past two years authorisation has been granted by both Houses of Parliament, for the constitution of nine Wages Boards, to be designated as follows:—Cycle Traders, Shipping Trades, Plumbers, Tailoring Trades, Aerated Water Trades, Cab Drivers, Clothing Trades, Storemen and Packers, and Textile Workers respectively. Of these the authorisation of the Tailoring Trades Board was quashed on appeal under sec. 52 of the Wages Boards Act 1910-15. Thus 32 Wages Boards had been authorised to the end of 1915, and of these 31 had been constituted, and 26 had made 29 determinations. The boards which at the 31st December last had not many determinations were:—The Printers,* Pastoral, Clothing Trades, Storemen and Packers, and Textile Workers. It will be seen from the particulars set out in the last table that the tendency in this State is to widen the area of incidence of determinations.

(vii.) *Commonwealth Arbitration Acts*.—In addition to varying several existing awards, the Commonwealth Conciliation and Arbitration Court delivered 5 awards during the year 1914, and 8 during the year 1915. One of the latter relating to mining in New South Wales, Victoria, and Tasmania, did not come into operation until the 1st January, 1916. Five of the 13 awards referred to were made in pursuance of the Commonwealth (Public Service) Arbitration Act 1911, and applied respectively to postal and telegraph linemen, letter carriers, postal sorters, and to postmasters in all States, and to Small Arms Manufacture at Lithgow, New South Wales. One award applied to carpenters and others engaged in constructing certain meat works in the Northern Territory, and was made in pursuance of the Northern Territory (Administrative) Act 1910. The remaining awards affected waterside workers (two complaints), tanners and curriers, felt hatters, artificial manures manufacturing, and saddlers and leather workers employed in the manufacture of equipment for the Defence Forces.

With respect to industrial agreements filed under Part VI. of the Commonwealth Conciliation and Arbitration Act, the opinion was expressed by the High Court during the year 1914 that such agreements were invalid, and that the terms and conditions therein contained could not be enforced. This opinion led to a number of the then existing agreements being determined by notice to the Registrar in terms of Sec. 81, and other agreements being filed under Sec. 24 of the Act. The effect thereof is shewn by the diminution of the number of agreements in force at the end of the year 1914. During 1915, 182 industrial agreements were filed under the Commonwealth Act, of which 157 were filed on behalf of the Federated Enginedrivers' and Firemen's Association, and a number of separate employers. From the particulars given in the second last item of the table (number of Commonwealth Agreements which apply in each State) it will be observed that there has been a notable increase in the number of agreements applying to the State of Victoria only.

* This Board had met during the year, but had deferred making any determination, at present owing to the disturbed state of trade subsequent to the drought of 1914, and in consequence of the war