

WESTERN AUSTRALIA

RESPONSIBILITY FOR PROVISION OF CAKE ACT 1996

No. 1 of 1996

AN ACT to set out the responsibilities of employees of the Dept. CALM to provide cakes, and to impose capital and non-capital penalties for non-compliance.

[Assented to 6 March 1996]

PART I - PRELIMINARY

Short Title

1. This Act may be cited as the *Cake Act 1996*.

PART 2-DEFINITIONS

2. In this Act-
"employee" means:
 - (a) a person employed in a full-time, part-time or casual capacity
by
the Department of Conservation and Land Management here-under
referred to as "CALM"

(b) a person engaged in a contract for provision of labour to that Department.

3. This Act covers current and future employees of CALM

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Definitions of "cake" and "approved substitute" under the Act.

4. (1) For the purposes of this Act, "cake" is henceforth defined as: a sweet, usually unleavened bread with other ingredients besides, e.g. currents, spices, eggs, sugar; or a quantity of this baked in thick disc or ornamental shape.

(2) Notwithstanding subsection (1), "cake" does not include "damper" or "Lebanese bread".
5. For the purposes of the operation of this Act, the "approved substitutes" for "cake" are:
 - (i) Deluxe biscuits
 - (ii) Slices, (savory or sweet);
 - (iii) a generous proportion of party-pies, sausage rolls, quiches and cocktail Frankfurt's, hors d'oeuvres

- (iv) other food combinations as approved in advance by the Minister for Cake, or approved delegate*.

* *The incumbent Duty Officer is the approved delegate under Act 1996 supporting regulations.*

PART 3 - OPERATION OF THE CAKE ACT 1996

- 6. An employee's obligation to provide cakes or approved substitutes falls due on the following occasions:

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- (i) Upon the day of that employee's birthday, subject to the following caveats:
 - (a) if the above mentioned employee was born on the 29th of February, cakes fall due on the closest available working day should it not be a leap year;
 - (b) if the above mentioned employee's date of birth falls on a non working day, cakes fall due on the closest available working day; and,
 - (c) if the above mentioned employee's date of birth falls during holidays, cakes fall due on the closest available working day.

- (ii) for employee's receiving appointments or promotions, either within or outside CALM cakes fall due to the closest available working day after confirmation of that appointment or promotion.
- (iii) cakes fall due upon resignation from the Dept. CALM
- (iv) In the case of more than one employee having an obligation to provide cake on any one day, the following caveats apply:
 - (a) the approved delegate for the Minister for Cake shall indicate a new date of cake obligation, so that only one employee provides cake on any day; or,

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- (b) if authorized by the approved delegate for the Minister for Cake, there can be provision for a 'special feast day' whereby a co-ordinated provision of cake and cake substitute is allowed."

PART 4 PENALTIES

7. Inadvertent non-adherence to the terms set out under the Cake Act 1996

will be punished by:

- (i) a requirement for provision of cakes or approved substitutes for morning and afternoon tea the next working day; or,
- (ii) flogging.

8. (1) A person who carries out willful and repeated cake avoidance with intent commits an offence.

Penalty: Provision of cakes from the King Street Café, Mrs. Dawson's kitchen, or an approved Cheesecake Shop.

- (2) Willful and repeated cake avoidance with intent is aggravated by the following factors:

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- (a) the use of pepper spray to effect a getaway;
- (c) knowingly applying for a day off in lieu when the accused is

aware of an impending cake provision situation;

- (d) being spotted in any known holiday or tourist resort, during a period of medically certificated sickness, on a cake provision day;
- (d) falsification of records relating to date of birth of the accused, in an attempt to mislead the legal delegate of the Minister for Cakes; or
- (e) intentional under-supply of cakes, in conjunction with a false plea of poverty.

- (1) A person who carries out aggravated willful and repeated cake avoidance with intent commits an offence.

Penalty: Appearance before the Anti-Corruption Commission, and the total, effective removal of ALL excreta from the bottom of all 15 Wildlife Protection Section "*cocky transport boxes* " or a penalty of death by stale donuts, (the penalty being at the election of the offender).

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ACTS AMENDMENT (CAKE) ACT

No. 2 of 1996

AN ACT to amend certain Acts in consequence of the enactment of the *Cake Act 1996*.

[Assented to 26 March 1996]

PART 1 PRELIMINARY

Short Title

1. This Act may be cited as the Acts Amendment (Cake Act) 1996.

Commencement

2. This Act shall come into operation on the 27 March 1996.

PART 2 CONSEQUENTIAL AMENDMENTS

3. Section 6 of the principle Act is amended-

(i) by adding the subsection following-

Acts amendment (Cake) Act

" (iv) In the case of more than one employee having an obligation to provide cake on any one day, the following caveats apply:

(a) the approved delegate for the Minister for Cake shall indicate a new date of cake obligation, so that only one employee provides cake on any day, or,

(b) if authorized by the approved delegate for the Minister for Cake, there can be provision for a 'special feast day' whereby a coordinated provision of cake and cake substitute is allowed."

Department of Environment and Conservation

Code of Conduct

Cake Supplement

Corporate Code of Conduct – Cake Supplement

Following the very successful launch of our Corporate Code of Conduct, a number of staff have pointed out that while our mutual responsibilities are fully dealt with, our mutual enjoyments are not. This Cake Supplement is intended to correct that imbalance and is to be read in conjunction with the CCC already issued.

Henceforth:

- Work groups within the Department are to be known as *Cakes* (italicized, to differentiate them from the edible variety).
- Each *cake* member shall take it in turn to bring a cake for morning tea.
- The cake shall be apportioned equitably amongst members of the *cake*, giving more equitable portions to the more equitable persons present on the day.
- To maintain equality of opportunity, each member of the *cake* will have equal time and equal opportunity to complain about inequitable apportionment of the cake. The decision of the most equitable person present will be final, and no correspondence is to be entered into.
- All of the cake must be consumed by the *cake* on the day. It will be considered an insult, and a breach of this code, to leave any of the cake uneaten.
- Crumbs must be gathered up afterwards and thoughtfully disposed of. They may be taken home, if necessary, to feed the budgie, the dog or the kids, but they must not be left on the table.
- Crumbs left on the table the following day are an actionable offence. They must be removed by the most equitable person present so that no unfavourable comparisons can be made with previous cakes.
- Gestures of appreciation must be made towards the bringer of each day's cake. These may be spoken or mumbled sounds of enjoyment, made while making eye contact with the bringer. No finger signs are to be used (except licking, together with the required sounds of enjoyment) in case the intention of the signer is misinterpreted.
- To share the enjoyment of mutual responsibility on a Departmental scale we shall inaugurate next Autumnal Equinox an annual Cake Festival. On festival day, each *cake* shall bring its cake as usual, but the members of each *cake* are only allowed to eat portions offered to them from some other *cake's* cake. It follows, of course, that the obvious way to initiate this exchange is to offer a piece of your *cake's* cake to a member of another *cake*. On festival day, the normal rules regarding crumbs will not apply, but staff are welcome to take them home to feed ... etc. The festival will extend from 10:00am to 11:00 instead of the usual five minute break. Staff may dress up in cake-themes if they wish. Acceptable themes will include historical personages (e.g. Alfred the Cake, Marie Antoinette "Let them eat cake"), children's stories (Pat-a-cake-pat-a-cake-Baker's-man, Hansel & Gretel's use of cake crumbs, Gingerbread Man's storming the gates of Far Away) etc. No references are to be made to current political or public service personnel (unless suitably reinforcing their more equitable status than those doing the dressing up).
- No responsibility will be taken by the Department for ill-effects resulting from implementation of this policy. Such matters should be referred to the Health Department.

I. M. Baker
Assistant Under-Secretary for Person Services
26 June 2007