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MONTHLY STAFF BULLETIN

17(10) Oct 1968

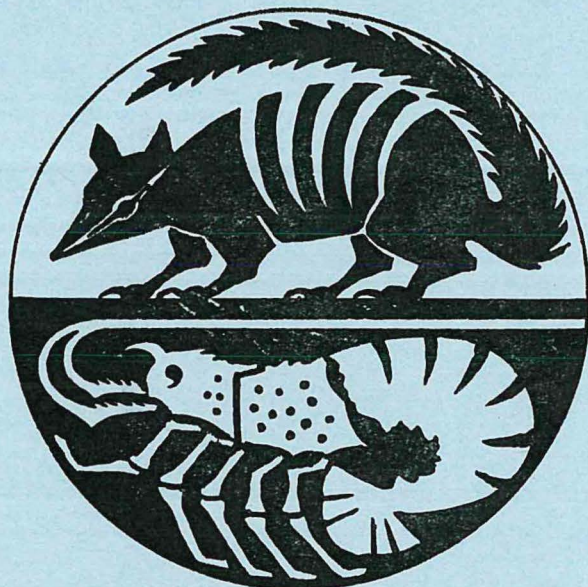
DEPARTMENT OF PARKS AND WILDLIFE

STAFF

BULLETIN

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OCTOBER, 1968

VOL. XVII, No. 10

DEPARTMENT OF FISHERIES AND FAUNA
108 Adelaide Terrace, Perth, Western Australia

1968 Conference

ACHIEVEMENTS

The Departmental conference this year took on a "new look!" Instead of the usual 5 day conference as held in previous years, this year the proceedings were split. The first two days formed separate seminars for the Inspection on Fauna Branches with the remaining three days being a conference for the full staff.

According to all reports this was the best conference ever held and was helped along by two social activities, the opening day of the Waterman Laboratories and the Annual Staff Social.

During the Inspection Seminar inspectors were given their instructions for the coming crayfish season. Duties and requirements of inspectors, in their various districts and co-operation between the inspection and fauna branch were other topics covered.

The Fauna Branch seminar was held in the board room at Koonwarra House and was opened by the Chief Warden. The theme behind the wardens' meeting was the improvement of efficiency in the branch. Research officers Messrs. Riggert and Burbidge gave a brief description of their work and the Supervising Inspector covered the top of branch co-operation.

The importance of the full conference lies mainly in the liaison between the branches and its information on new developments in research, inspection and fauna conservation.

A very good film on trawling which was loaned to us by Mr. F. Pensabene of the Nor'West Whaling Co., was screened during the conference. From the comments made this was a highlight and should possibly be shown again at some future date if it could be made available.

It was requested at this conference that all staff should receive a copy of the allowances agreement, which has now been split up into several parts. Starting from this issue the Monthly Staff Bulletin will contain a centre lift-out section on the Public Service Allowances Agreement.

HORIZONS IN THE FISHING INDUSTRY

In a recent radio talk on 6WN, A.B.C. Radio, the Director, Mr. B.K. Bowen spoke on the possibility of Australian waters becoming a fishing ground for foreign nations.

"Some of you will have read in the paper recently articles about restrictions to be placed on the entry of foreign fishing vessels into Australian ports. This decision points to the commencement of a new era in the history of the Australian fishing industry.

Up to the present time Australian fishermen have worked without competition, and without much thought to the activities of other nations. Now all this has changed. The Federal Government has proclaimed a 12 mile fishing zone around the shores of Australia, and talks are proceeding with the Japanese concerning their activities, both in the fields of tuna fishing and prawn fishing.

Fishermen are moving farther afield and seeking to build bigger boats so that they can exploit the prawn resources known to exist in the Gulf of Carpentaria.

Does this interest in the Gulf mean that there will be an influx of foreign vessels around the rest of Australia? Firstly, of course, one has to ask questions about the extent of the marine resources. Will there be sufficient quantities of fish to attract more boats from overseas countries? This same question must have been asked in other countries in years gone by. Consider the West coast of South America. Anchovies were known to be present there and over the past few years they have been exploited, in a small way firstly and then at an ever increasing rate as the size of the resource became clear.

Today this fishery is the largest in the world, and Peru has the largest intake of any of the nations. The West coast of South Africa also supports a large fishery on both pelagic and bottom living fish, and the boats of many nations operate in these waters. The pilchard which is a pelagic fish, is taken mainly for fish meal, while the bottom living hake is taken for fish fillets, and fish fingers.

Is it possible that an International fishery of the

type seen off the west coasts of South America and South Africa could develop off the west coast of Australia? My answer is that I don't think so, but of course one can't be sure until actual survey work is undertaken.

The waters off those two land masses, South America and South Africa, are rich in nutrients which in turn means that an abundance of fish food is available. These nutrients are brought from the lower water layers into the upper waters by means of an upwelling of cold water. In other words, the upwelling ensures that the nutrients are mixed throughout the water layers and not allowed to gradually drift to the bottom and out of the effective range of the sun.

However, off the west coast of Australia we have not been so fortunate. There is no similar upwelling and the nutrient level is very low compared with other parts of the world. Without an adequate nutrient level the plankton and fish food must be minimal. Because of this set of circumstances I doubt the existence of a resource of the size found off South America and South Africa and therefore, we are unlikely to have a large international fishery on our door step. On the other hand, there is little doubt that increased technology of fish finding and fish capture will allow us to obtain a better understanding of precisely what resources we do have and this in turn will, I hope, lead to new fisheries for Australian fishermen, even if they are of a limited nature only".

ROYAL SPOON BILL SIGHTED

Fisheries inspector L. Moss reported that on a recent patrol along the coast a Royal Spoon Bill was observed while crossing the lake on Mullaloo Road.

Sightings of this bird are very rare. It was wading near the roadway and was very easily identified.

"A penny saved is a penny earned. A dollar saved is an enormous temptation".

GOOD EXAM RESULTS

The examination results of the first departmental training course for field officers were an outstanding success. The top place was gained jointly by John Williams and John Neal.

Others to be commended are Kevin Morrison, Robert Emiliani and Phillip Kendrick all of whom did some very good work.

It was disappointing, however, to see that a few of the more important questions were handled badly by most of the students. A list of these questions and answers have been distributed to all those that sat for the exam. The same list has also been printed below to enable some of the senior officers to test their knowledge.

1. Q. Briefly what is the present departmental policy in relation to:-
 - (a) replacement of licensed crayfishing boats
 - (b) granting of new crayfishing licenses.
 - A. (a) 1. With Director's approval only.
 2. Boats under 25' may be replaced with boats up to 25' with an increase in pot no. at the rate $1\frac{1}{2}$ per extra foot length of boat.
 3. Boats over 25' must be at least 8 years old, unseaworthy or lost at sea and can only be replaced by a boat of the same length.
 - (b) No new licenses issued at the present time (reviewed in 1970).
2. Q. What persons are wardens of fauna?
 - A. Chief Warden of Fauna, Wardens appointed under the Act. Police Officers, Chief Inspector of Fisheries, Forest Officers, Members of Western Australian Wild Life Authority.

3. Q. Why must duplicates of direct orders issued be immediately forwarded to Head Office?

A. Accounts cannot be paid until duplicates are received.

Q. What is meant by the term "Landed Weight" when discussing fisheries statistics?

A. This means the weight of the fish as it is normally accepted by the markets. With some fish it is the same as live weight.

4. Q. You have apprehended a person committing a breach of the Fisheries Act and you ask to see his fishing licenses and also ask him for his name and address.

He questions your right to do this. To what sections of the regulations would you refer him?

A. Reg. 6 (1) (2) 7 (1) (2).

5. Q. Wild Duck Shooting.

(1) Is it legal to use a .22 rifle to shoot ducks during the "Open Season"?

(2) Can you use a spotlight to shoot wild ducks during the "Open Season".

(3) Is the Wild Duck Season open or closed at present?

A. (1) No.

(2) No.

(3) Closed.

6. Q. State the five essentials that will make sure that your reports and memos will be directed to the right person.

A. 1. Correct Address, 2. Attention Line, 3. File No.
4. Subject or Topic, 5. Open with request or recommendation.

7. Q. Which licenses can be issued after June 30 each year for half their normal fee?
- A. State Licenses only. Boat licenses, Professional Fishermen's License, Amateur Fishermen's License.
8. Q. How would you determine if a particular animal could be classified as "fauna"?
- A. Check the definition of "fauna" given on page 2 of the Fauna Conservation Act, 1950-1967.
9. Q. On what part of the coast have proclaimed fishing zones been declared?
- A. South and South West coast (Salmon Beaches).
10. Q. What are the important features of identification marks on licensed motor fishing boats with respect to -
- (a) Symbols
(b) Size
(c) Colour
(d) Position.
- A. (a) L.F.B. plus the first letter of the home port and identification number.
(b) 12" high 2" wide (minimum).
(c) Black on yellow background.
(d) On both sides of the hull at the turn of the bow.
11. Q. Give three important "musts" in relation to accounting for public money.
- A. (1) Receipts or licenses must be issued for all monies received.
(2) Change must not be given on cheques.
(3) All monies must be banked.

** SPECIAL LIFT-OUT SUPPLEMENT **

PUBLIC
SERVICE
ALLOWANCES
MISCELLANEOUS
AGREEMENT

Monthly Staff Bulletin Vol. XVII, No. 10 October 1968

[Extract from Government Gazette (No. 92) of 3rd November, 1967.]

STATE PUBLIC SERVICE.

Public Service Allowances (Miscellaneous)
Agreement, 1967.

No. 2 of 1967.

THIS Agreement, made pursuant to the provisions of the Public Service Arbitration Act, 1966, of Western Australia, this twenty-sixth day of October, 1967, between the Civil Service Association of Western Australia Incorporated (hereinafter referred to as the Association) of the one part and the Public Service Commissioner (hereinafter referred to as the Commissioner) of the other part, witnesseth that the parties hereto mutually covenant and agree the one with the other as follows:—

1.—Title.

This Agreement shall be known as the Public Service Allowances (Miscellaneous) Agreement, 1967 and supersedes and replaces the Public Service Allowances Agreement, 1961, dated the 20th day of April, 1961 insofar as it relates to those allowances enumerated in clause 2 hereof.

2.—Arrangement.

1. Title.
2. Arrangement.
3. Scope.
4. Definitions.
5. Meal Allowance.
6. Travelling Allowance.
7. Transfer Allowance.
8. Removal Allowance.
9. Relieving Allowance.
10. Camp Allowance.
11. Boat Allowance.
12. Allowance to Officers Paying Wages.
13. Allowance to Officers Receiving and Paying Cash.
14. Board Allowance for Annual Leave.
15. Dirty Work Allowance.
16. Special Conditions.
17. Copies of Agreement.
18. Term of Agreement.

3.—Scope.

This Agreement shall apply to all officers and temporary employees, hereinafter referred to as officers, employed under the provisions of the Public Service Act, 1904-1966, whose offices are not included in the Special Division of the Public Service.

4.—Definitions.

In this Agreement, the following expressions shall, unless the contrary intention appears, have the meaning hereby respectively applied to them, namely:—

“Metropolitan Area” means that area within a radius of fifteen (15) miles from the Perth Railway Station.

Reference throughout this Agreement to an “Item” by number shall be construed as a reference to the Item bearing the corresponding number in the Schedule appearing at the end of the clause in which such reference appears.

“Public Service Holidays” means the days mentioned in Section 57 of the Public Service Act, 1904-1966, and any other days which the Governor may appoint as public service holidays under the said Act.

5.—Meal Allowance.

(a) An officer required to work before or after prescribed working hours on any week day, shall, when such additional duty necessitates taking a meal away from his usual place of residence, be reimbursed for each meal purchased at the rate of 80 cents for breakfast and \$1 for the evening meal: Provided that the overtime worked before and after the meal break totals not less than two hours. Such reimbursement shall be in addition to any payment for overtime to which he is entitled.

(b) An officer required to work on a Saturday, Sunday or public service holiday shall, when such additional duty necessitates taking a meal away from his usual place of residence, be reimbursed for each meal purchased at the rate of 80 cents for breakfast, 85 cents for the midday meal and \$1 for the evening meal: Provided that the overtime worked before and after the meal break totals not less than two hours. Such reimbursement shall be in addition to any payment for overtime to which he is entitled.

6.—Travelling Allowance.

Intra-State.

(a) If an officer travels on official business between his headquarters and a place situated outside a radius of 15 miles measured from his headquarters, and is necessarily absent from his headquarters overnight, he shall be paid at the rate prescribed by Item 1 or 2, as the case may require. Where an allowance under this subclause is payable for less than a day the allowance shall represent in equal proportions the expenses for three meals and a bed. For the purposes of computing expenses in respect of arrival at or departure from an officer's headquarters, breakfast shall be allowed for if arrival is later or departure earlier than 8 a.m. lunch if arrival is later or departure earlier than 1 p.m., dinner if arrival is later or departure earlier than 6 p.m., and bed if arrival is later than 11 p.m.

Provided that—

- (i) an officer who travels on official business which does not involve an absence from headquarters overnight, shall only be paid at the rates prescribed by Item 3, as the case may require, subject to the officer's certification that each meal claimed for was actually purchased: Provided that where an officer departs from his headquarters before 8 a.m. and does not arrive

back at his headquarters until after 11 p.m. on the same day, he shall be paid at the rate prescribed by Item 1;

- (ii) when an officer travels by railway and is provided with a sleeping berth, one-fourth deduction shall be made from the daily rate, except when a bed has been paid for elsewhere for a portion of the night and a certificate to that effect is supplied by the officer when lodging his claim;
- (iii) when an officer travels on board a vessel and the fare paid includes subsistence, reimbursement of expenses shall be at a rate equal to fifteen per cent. of the passage money calculated on the single fare or one-third of the rate prescribed by Item 1, whichever is the greater; and
- (iv) an officer who, when travelling on official business, stays at any government institution or travels in a ministerial railway coach free of charge, shall only be paid at the rate prescribed by Item 4 or 5, as the case may require, for the period spent at such institution or on such coach.

(b) An officer with headquarters located outside the metropolitan area who travels to Perth on official business and, as a result, is required to stay at a metropolitan hotel over one or more nights, shall be paid at the rate prescribed by Item 6 for expenses necessarily incurred in respect of such metropolitan hotel accommodation.

If such country officer does not stay at a hotel or is not absent from his headquarters overnight, any expenses necessarily incurred in respect of his travel to Perth shall be reimbursed at the appropriate rate prescribed by subclause (a).

(c) An officer stationed in the metropolitan area who is relieving at or temporarily transferred to any place within that area shall not be reimbursed the cost of midday meals purchased, but an officer travelling on duty within the metropolitan area which requires his absence from his headquarters over the usual midday meal period shall be paid at the rate prescribed by Item 7 for each meal necessarily purchased. Provided that—

- (i) such travelling is not within the suburb in which the officer resides; and
- (ii) an officer's total reimbursement under this subclause for any one pay period shall not exceed the amount set out adjacent to Item 8 in the schedule hereto.

Inter-State.

(d) An officer who travels on official business beyond the limits of the State but within the Commonwealth shall be paid at the rate prescribed by Item 9 or 10, as the case may require. Where an allowance under this subclause is payable for less than a day the allowance shall be computed in accordance with subclause (a) hereof. Provided that—

- (i) when an officer travels by railway between Perth and Adelaide and the fare paid includes subsistence, reimbursement of ex-

penses shall be at a rate equal to 15 per cent. of the single fare of such journey;

- (ii) when an officer travels on board a vessel and the fare paid includes subsistence, reimbursement of expenses for the time spent at sea or on board vessel shall be at a rate equal to either 15 per cent. of the passage money calculated on single fare or one third of the rate prescribed by Item 1, whichever is the greater; and
- (iii) an officer shall be reimbursed at the rate prescribed by Items 9 and 10, as the case may require, for any period spent in travelling by aircraft to and from Perth or in travelling by aircraft or railway between other States.

General.

(e) If on account of lack of suitable regular transport facilities an officer necessarily engages lodgings in Perth or other place in which his headquarters are situated, for the night prior to commencing travelling in order to travel by an early morning transport, he shall be reimbursed the reasonable cost of such lodging in addition to such other reimbursements authorised by this clause.

(f) An officer who travels on official business shall be allowed first class fares and in addition to any reimbursement of expenses at the appropriate rate prescribed by this clause, shall be reimbursed reasonable incidental expenses by the permanent head such as tram, bus and motor fares.

(g) Reimbursement of expenses at the rates prescribed by this clause shall not be suspended should an officer become ill whilst travelling, provided leave for the period of such illness is approved in accordance with the provisions of the Public Service Regulations.

(h) Where it can be shown to the satisfaction of the Commissioner by the production of receipts or other evidence, that reimbursement under this clause would be insufficient to meet the officer's reasonable accommodation and incidental expenses, he shall be paid the difference fully to reimburse him.

(i) Reimbursement of travelling expenses for a period exceeding 14 days in any one month shall not be passed for payment to any officer by a certifying officer until the endorsement of the permanent head has been obtained on the account.

(j) In all cases where commuted amounts for reimbursement of travelling expenses and cost of conveyance are in operation at the date of the coming into force of this Agreement, such commuted amounts shall continue until reviewed as a result of negotiation between the Association and the Commissioner.

(k) The headquarters of an officer engaged on more than one work shall be considered to be the place in which the principal work is carried out, as defined by the permanent head.

(l) An officer shall use State-owned transport unless otherwise approved by the permanent head.

(m) Whenever an officer does not travel by State-owned transport as per subclause (l) he shall be repaid the actual cost of the necessary and most economical means of conveyance upon furnishing receipts for payment. Receipts shall not be required for any amounts under 50 cents but in lieu thereof a certificate on the account form must be made as follows:—

I certify that the sum of has been actually expended by me on public service.

(n) No officer shall engage other vehicles when there are public conveyances available when required unless authorised by the permanent head.

Schedule 1.

Travelling Allowances.

Nature of Travel.	Rate.	Item.
Intra-State.		
Involving an absence from headquarters overnight		
(i) Locality south of 26° south latitude	\$ 7.35 per day	1
(ii) Locality north of 26° south latitude including Shark Bay	\$10.00 per day	2
Not involving an absence from headquarters overnight—		
Breakfast	90c per meal	3
Lunch	\$1.00 per meal	
Dinner	\$1.25 per meal	
Whilst staying at a Government Institution or travelling in a ministerial railway coach—		
(i) Locality south of 26° south latitude	50c per day	4
(ii) Locality north of 26° south latitude	75c per day	5
Involving an overnight stay at a metropolitan hotel	\$9.05 per day	6
Involving the purchase of a midday meal within the metropolitan area—		
(i) Per meal	50c per meal	7
(ii) Maximum reimbursement per pay period	\$2.50	8
Inter-State.		
Capital Cities		
Beyond the limits of the State but within the Commonwealth	\$12.00 per day	9
Other.		
	\$10.00 per day	10

7.—Transfer Allowance.

Intra-State.

(a) Except as provided in subclause (e) a married or single officer who is transferred to a new locality—

- (i) in the public interest, or
- (ii) in the ordinary course of promotion and transfer, or
- (iii) on account of illness due to causes over which the officer has no control,

shall, in addition to payment of any district allowance, be paid at the rate prescribed by Item 1 or 3, as the case may require, for a period of fourteen days after arrival at his new headquarters: Provided that, if an officer is required to travel on

official business during the said period of fourteen days, such period shall be extended by the time spent in travelling. Under no circumstances, however, shall the provisions of this subclause operate concurrently with those of clause 6 so as to permit an officer to be paid allowances in respect of both travelling and transfer expenses for one and the same period.

(b) If a married officer is unable to obtain reasonable accommodation for the transfer of his home within the period of fourteen days referred to in subclause (a), and the permanent head is satisfied that the officer has taken all possible steps to secure reasonable accommodation, such officer shall, after the expiration of the fourteen days, be reimbursed at the rate prescribed by Item 2 or 4, as the case may require, until such time as he has secured reasonable accommodation: Provided that the period of reimbursement under this subclause shall not exceed seventy-seven days without the approval of the Commissioner. A single officer shall not be paid allowances under this subclause.

Inter-State.

(c) Except as provided in subclause (e) a married or single officer who is transferred to a capital city beyond the limits of the State but within the Commonwealth, shall, subject to the relevant provisions of subclause (a), be paid at the rate prescribed by Item 5 for a period of twenty-one days after arrival at his new headquarters.

(d) If a married officer who is transferred to a capital city beyond the limits of the State but within the Commonwealth, is unable to obtain reasonable accommodation within the period of twenty-one days referred to in subclause (c) and the permanent head is satisfied that the officer has taken all possible steps to secure reasonable accommodation, such officer shall, after the expiration of the twenty-one days, be reimbursed at the rate prescribed by Item 6, until such time as he has secured reasonable accommodation: Provided that the period of reimbursement under this subclause shall not exceed seventy days without the approval of the Commissioner. A single officer shall not be paid allowances under this subclause.

General.

(e) An officer who is transferred to departmental accommodation shall not be entitled to reimbursement under this clause except where entry into such departmental accommodation is delayed through circumstances beyond his control: Provided that, during the period he is travelling to his new headquarters, payment of travelling allowance in accordance with the provisions of clause 6 shall be made.

(f) Where it can be shown by the production of receipts or other evidence that an allowance payable under this clause would be insufficient to meet reasonable additional costs incurred by an officer on transfer, an appropriate rate of reimbursement shall be determined by the Commissioner.

(g) The provisions of clause 6 subclauses (1) to (n) inclusive, shall have equal application to this clause.

Schedule 2.
Transfer Allowances.

Particulars	Rate.	Item.
Intra-State.		
Transfer to new locality south of 26° south latitude—		
First fourteen days after arrival at new headquarters	\$7.35 per day	1
In excess of fourteen days Married Officer	\$3.68 per day	2
Transfer to new locality north of 26° south latitude, including Shark Bay—		
First fourteen days after arrival at new headquarters	\$10.00 per day	3
In excess of fourteen days Married Officer	\$ 5.00 per day	4
Inter-State.		
First twenty-one days after arrival at new headquarters	\$12.00 per day	5
In excess of twenty-one days Married Officer	\$ 6.00 per day	6

8.—Removal Allowance.

(a) When a married officer is transferred in the public interest or in the ordinary course of promotion and transfer or on account of illness due to causes over which the officer has no control, he shall be reimbursed—

- (i) the actual reasonable cost of conveyance of himself and his wife and children under 16 years of age or other children wholly dependent on him; and
- (ii) subject to the limitations defined in subclause (d) the actual reasonable cost of conveyance of his furniture, including insurance of such furniture whilst in transit; and
- (iii) an allowance of \$50 for accelerated depreciation and extra wear and tear on furniture and effects: Provided that the permanent head is satisfied that the value of household furniture moved by the officer is at least \$500.

In the case of a single officer, an application for any reimbursement under this clause shall be considered by the Commissioner, on the recommendation of the permanent head.

(b) An officer who is transferred from one locality to another solely at his own request, or by exchange (except as provided for in subclause (a)), must bear the whole cost of his removal unless otherwise approved by the Commissioner.

(c) When an officer is transferred on account of misconduct, the cost must be borne by the officer at fault, unless otherwise determined by the Commissioner, prior to removal.

(d) The maximum reimbursement for cost of conveyance of furniture, including insurance whilst in transit, shall be \$400 unless a higher sum is approved by the Commissioner in any special case: Provided that only necessary household furniture and effects shall be taken into consideration.

(e) An officer shall be reimbursed the full freight charges necessarily incurred in respect of the removal of his motor vehicle. If authorised by the permanent head to travel to the new locality in his own motor vehicle reimbursement shall be as follows:—

- (i) Where the officer will be required to maintain a motor vehicle for use on official business at his new headquarters, re-imbusement for the distance necessarily travelled shall be on the basis of the appropriate rate of hire as prescribed by clause 15 of the Public Service Allowances Agreement, 1961 and any amendments thereto, or by any new agreement or award made in substitution thereof.
- (ii) Where the officer will not be required to maintain a motor vehicle for use on official business at his new headquarters, reimbursement for the distance necessarily travelled shall be on the basis of one half of the appropriate rate of hire as prescribed by clause 15 of the Public Service Allowances Agreement, 1961 and any amendments thereto, or by any new agreement or award made in substitution thereof.

(f) Furniture, and effects, where practicable shall be removed by State-owned transport.

(g) Before removal is undertaken, the officer shall, where practicable, obtain quotes from at least two carriers which shall be submitted to the permanent head, who may authorise the acceptance of the more suitable: Provided that the maximum amount prescribed by subclause (d) is not exceeded without the written approval of the Commissioner having first been obtained.

(h) Vouchers must be produced for all sums paid.

(i) The permanent head may, in lieu of cost of conveyance, authorise payment of an amount not exceeding the maximum prescribed by subclause (d) to compensate for loss in any case where an officer with prior approval of the permanent head, disposes of his furniture and effects instead of removing them to his new headquarters: Provided that such payment shall not exceed the sum which would have been paid if such furniture and effects had been removed by the cheapest method of transport available.

(j) Where an officer is transferred to departmental accommodation where furniture is provided and as a consequence is obliged to store his own furniture, he shall be reimbursed the actual cost of such storage up to a maximum allowance of \$100 per annum. An allowance under this subclause shall not be paid for a period in excess of one year without the approval of the Commissioner.

9.—Relieving Allowance.

Intra-State.

(a) A married or single officer who is required to take up duty away from his usual headquarters to relieve another officer or to perform special duty, and necessarily lodges or resides temporarily away from his usual place of residence, shall, except where otherwise provided, be paid, in addition to any district allowance, at the rate prescribed by Item 1 or 4, as the case may require, up to a maximum period of twenty-eight days after arrival at the new locality.

(b) If the period of relief or special duty exceeds twenty-eight days, a married officer shall be paid at the rate prescribed by Item 2 or 5 and a single officer shall be paid at the rate prescribed by Item 3 or 6 as the case may require for the period of relief on special duty in excess of twenty-eight days. Provided that the period of reimbursement under this subclause shall not exceed sixty-three days without the approval of the Commissioner.

(c) If an officer, whose normal duties do not involve camp accommodation, is required to relieve or perform special duty resulting in a stay at a camp, he shall be paid camp allowance in accordance with the provisions of clause 10, for the duration of the period spent in camp, and, in addition, shall be paid a lump sum of \$20 to cover incidental personal expenses: Provided that an officer shall receive no more than one lump sum grant of \$20 in any one period of three years.

(d) When an officer, who is required to relieve or perform special duties in accordance with subclause (a), is authorised by the permanent head to travel to the new locality in his own motor vehicle he shall be reimbursed for the return journey as follows:

(i) Where the officer will be required to maintain a motor vehicle for the performance of the relieving or special duties, reimbursement shall be in accordance with the appropriate rate of hire as prescribed by clause 15 of the Public Service Allowances Agreement, 1961, and any amendments thereto, or by any new agreement or award made in substitution thereof.

(ii) Where the officer will not be required to maintain a motor vehicle for the performance of the relieving or special duties, reimbursement shall be on the basis of one half of the appropriate rate of hire as prescribed by clause 15 of the Public Service Allowances Agreement, 1961, and any amendments thereto, or by any new agreement or award made in substitution thereof.

Provided that the maximum amount of reimbursement under paragraph (ii) of this subclause shall not exceed the cost of the first class fare by public conveyance which otherwise would be utilised for such return journey.

Inter-State.

(e) A married or single officer who is required to relieve another officer or perform special duty outside the limits of the State but within the Commonwealth, shall be paid at the rate prescribed by Item 7, up to a maximum of twenty-eight days after arrival at the new locality.

(f) If the period of relief or special duty exceeds twenty-eight days, a married officer shall be paid at the rate prescribed by Item 8, and a single officer at the rate prescribed by Item 9, as the case may require, for the period of relief or special duty in excess of twenty-eight days: Provided that the period of reimbursement under this subclause shall not exceed sixty-three days without the approval of the Commissioner.

General.

(g) The rate applicable to a married officer under sub-clause (b) and (f) shall be paid to a single officer if the Commissioner is satisfied that the officer has to maintain a home and support dependent relatives therein, in a locality other than that to which he has been sent. A certificate to this effect must be furnished by a single officer claiming the higher rate.

(h) Where it can be shown by the production of receipts or other evidence that an allowance payable under this clause would be insufficient to meet reasonable additional costs incurred, an appropriate rate of reimbursement shall be determined by the Commissioner.

(i) The provisions of clause 6 shall not operate concurrently with the provisions of this clause so as to permit an officer to be paid allowances in respect of both travelling and relieving expenses for the one and the same period: Provided that the provisions of subclauses (1) to (n) of clause 6 shall have equal applications to this clause.

Schedule 3.

Relieving Allowances.

Particulars	Rate.	Item.
Intra-State.		
First twenty-eight days after arrival at new locality	\$ 7.35 per day	1
Period of relief in excess of twenty-eight days—		
(a) Married Officer	\$ 3.68 per day	2
(b) Single Officer	\$ 2.45 per day	3
Relief in locality north of 26° south latitude including Shark Bay—		
First twenty-eight days after arrival at new locality	\$10.00 per day	4
Period of relief in excess of twenty-eight days—		
(a) Married Officer	\$ 5.00 per day	5
(b) Single Officer	\$ 3.33 per day	6

Inter-State.			
First twenty-eight days after arrival at new locality	Capital City. } \$12.00 per day } Other. } \$10.00 per day }	7
Period of relief in excess of twenty-eight days—			
(a) Married Officer	Capital City. } \$ 6.00 per day } Other. } \$ 5.00 per day }	8
(b) Single Officer	Capital City. } \$ 4.00 per day } Other. } \$ 3.33 per day }	9

10.—Camp Allowance.

(a) An officer who, in accordance with his duty, is stationed in a fixed camp provided by a Department, or is occupying a caravan located in a fixed camp, shall be paid an allowance at the rate prescribed by Item 1 or 2 as the case may require, for the period spent in such camp: Provided that no such allowance shall be paid when an officer occupies a departmental house within or near the precincts of a camp.

(b) For the purpose of this clause a "fixed camp" shall be a camp of a permanent nature where living facilities of a good standard are provided.

(c) Whenever an officer provided with a caravan is obliged to park the caravan in a caravan parking area, he shall, in addition to payment of the appropriate rate prescribed by Item 1 or 2, be reimbursed any rental charges paid to the authority controlling the caravan parking area.

(d) An officer, who, in accordance with his duty, is stationed in a camp provided by a Department (other than a fixed camp) or is required to camp out, shall be paid at the rate prescribed by Item 3 or 4, as the case may require. The rates prescribed by this subclause shall be reduced by the amount prescribed by Item 7 when a fitted caravan is provided.

(e) If an officer is authorised by the permanent head to stay at a hotel or lodging house in lieu of camping out, he shall be paid at the appropriate rate prescribed by clause 6 for such period concerned.

(f) The rates prescribed by subclauses (a), (c) and (d) shall be increased by the amount prescribed by Item 5 when a cook is not provided in a camp, and shall be increased by the amount prescribed by Item 6 when a camp is located north of the 26th degree of south latitude including Shark Bay.

(g) Payment of the rates prescribed by subclauses (a), (c) and (d) shall be made on the basis of a seven day week and no deduction shall be made when an officer does not spend the whole or part of his weekend in camp: Provided that payment for any broken portion of a week shall be based on the appropriate daily rate for the number of days actually spent in camp and payment for any portion of a day shall be computed in accordance with clause 6 (a).

(h) A single officer who supplies proof that he is the main support of relatives resident in the State, may, with the approval of the Commissioner, be paid the rates applicable to a married officer under this clause.

(i) This clause shall be read in conjunction with clauses 6, 7 and 9 for the purposes of payment of allowances and payment of camp allowance shall not be made for any period in respect of which travelling, transfer or relieving expenses are reimbursed.

Schedule 4.

Camp Allowances.

Particulars.	Rate.	Item.
Fixed Camp—		
(a) Married Officer	\$1.50 per day	1
(b) Single Officer	\$1.00 per day	2
Other Camping—		
(a) Married Officer	\$2.10 per day	3
(b) Single Officer	\$1.60 per day	4
When a cook not provided—		
Appropriate rate plus	40c per day	5
When north of the 26° south latitude including Shark Bay—		
Appropriate rate plus	40c per day	6
When caravan provided—		
Other Camping rate less	30c per day	7

11.—Boat Allowance.

(a) An officer who, in accordance with his duty, is required to live aboard a departmental vessel, shall be paid an allowance at the rate prescribed by Item 1 or 2, as the case may require, for the period he is required to live on board such vessel.

(b) The rate prescribed by subclause (a) shall be increased by the amount prescribed by Item 3 when a cook is not provided on board a vessel, and shall be increased by the amount prescribed by Item 4 when the vessel is operating north of the 26th degree of South latitude including Shark Bay.

(c) A single officer who supplies proof that he is the main support of relatives resident in the State, may, with the approval of the Commissioner, be paid the rates applicable to married officer under this clause.

(d) Payment of the rates prescribed in subclauses (a) and (b) shall be made on the basis of a seven day week provided that payment for any broken portion of a week shall be based on the appropriate daily rate for the number of days an officer actually lives on board a vessel and payment for any portion of a day shall be computed in accordance with clause 6 (a).

(e) Payment of allowances under this clause shall not be made for any period in respect of which travelling, camp, transfer, or relieving expenses are reimbursed.

Schedule 5.
Boat Allowances.

Particulars.	Rate.	Item.
Living on board departmental vessel—		
(a) Married Officer	\$1.80 per day	1
(b) Single Officer	\$1.30 per day	2
When a cook not provided—		
Appropriate rate plus	40c per day	3
When north of the 26° south latitude, includes Shark Bay—		
Appropriate rate plus	40c per day	4

12.—Allowance to Officers Paying Wages.

(a) An officer away from his headquarters, other than one whose classified duties include the payment of wages, shall, when paying wages outside the metropolitan area or at construction works within the metropolitan area, or at such other works as may be approved by the Commissioner, be paid an allowance of 70 cents per day or part of any day whilst so engaged in recognition of the added responsibilities. Provided that—

- (i) the allowance shall not exceed \$1.40 in any one week;
- (ii) no allowance shall be paid to an officer when in receipt of higher duties allowance for relieving or acting in a position, the classified duties of which include the payment of wages; and
- (iii) no allowance shall be paid to an officer whose gross salary exceeds the maximum prescribed for Class 3 in Schedule A of the "Public Service (Clerical Division) Salaries Agreement, 1966", and any amendments thereto, or by any new agreements or awards made in substitution thereof.

(b) An officer employed in the metropolitan area, when paying wages outside that area, shall, in addition to any allowance payable in accordance with subclause (a), be paid an allowance of 70 cents per day or part of any day whilst so engaged in compensation for damage to clothing and disabilities encountered.

13.—Allowance to Officers Receiving and Paying Cash.

(a) An officer, other than one who is in receipt of higher duties allowance in respect of such work, who relieves in an office classified higher than his own which requires him to receive or pay cash, shall be paid an allowance at the rate of 70 cents per day or 35 cents per half day whilst so engaged.

(b) An allowance so payable shall not exceed, in any one week the difference between the officers weekly rate of salary and the minimum weekly rate of salary for the office in which he is relieving.

(c) For the purpose of this clause half a day shall mean any period of not more than three hours but not less than one hour on any day.

14.—Board Allowance for Annual Leave.

When on annual leave, an officer who does not avail himself of the board and lodgings provided in his classification shall be granted an allowance for the period of his leave at the rate of \$2.00 per week.

15.—Dirty Work Allowance.

A special allowance, to be determined by the Commissioner, shall be paid to an officer when engaged in any dirty work (including moving or sorting old books and documents) which is not part of the regular duty of the officer concerned: Provided that a dispute or disagreement as to the amount of such allowance shall be deemed to be a dispute or disagreement within the meaning of section 11 (1) (f) of the Public Service Arbitration Act, 1966.

16.—Special Conditions.

Nothing in this Agreement shall be construed so as to take away from the Association the right to make a claim under Section 11 (1) (d) of the Public Service Arbitration Act, 1966, in respect of a specific occupational group covered by this Agreement.

17.—Copies of Agreement.

Every officer shall be entitled to a copy of this Agreement free of charge on application to his or her Officer-in-Charge.

18.—Term of Agreement.

This Agreement shall operate as from and including the 29th September, 1967, and shall remain in force for a period of three years from that date, provided that either of the parties may after the 29th September, 1968, negotiate with the other party to amend or add to this Agreement or approach the Arbitrator for an amendment to this Agreement.

In witness whereof the parties hereto have hereunto set their hands and seals the day and year first before written.

Signed by the Public Service Commissioner of Western Australia in the presence of—

J. B. Crooks.

R. H. DOIG.

The Common Seal of the Civil Service Association of Western Australia Incorporated was hereunto affixed in the presence of—

J. R. FLETCHER,
Trustee.

R. A. PEMBER,
Trustee.

B. J. COLLIER,
General Secretary.

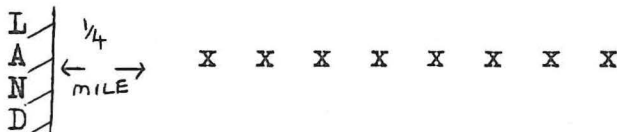
[L.S.]

12. Q. What happens to the following documents after money has been deposited into the bank?

- (a) Outstation Cash Abstract.
- (b) Duplicate License.
- (c) Duplicate Receipts.

- A. (a) Taken to Court House or Chief Secretary's Department depending on district.
- (b) Sent to Head Office for filing and statistics.
- (c) Attached to Outstation Cash Abstract then as in (a) above.

13. Q. A fisherman has set 8 craypots with no escape gaps at $\frac{1}{2}$ mile intervals as shown in the diagram. What action would be taken?



- A. All pots are to be seized. Pots 1-6 from the shore may be destroyed. Pots 7-8 are in Commonwealth waters and cannot be destroyed.

1968-69 CRAYFISH SEASON

Unlisted crayfish pots may be transported to the fishing grounds on November 9 but must not be baited until November 14.

The crayfish season opens on November 15.

NEW CLERICAL POSITIONS IN THE DEPARTMENT

Two new clerical items have been created in the department on a C-II-4 Classification. One item has already been advertised and is assistant to the Chief Warden of Fauna. The other item is clerk at the Waterman Laboratory.

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WELCOME TO NEW STAFF

Six new faces are now to be seen in various sections of the department.

At head office, Miss Jocelyn Judge has taken up the typing position vacated by Miss Julie Daniel, who is now at the Waterman Laboratory. Mr. Kurt Ammerer, who is now enjoying his Long Service Leave, and returns on February 6, 1969, caused a staff shortage which has been eased by the addition of Mr. Trevor Nichols.

Research has added to its staff Dr. A. Burbidge, stationed at Koonwarra House, Mr. S. Braine, at Waterman and Mr. T. Johns working on prawn survey work in North Western waters.

The inspection staff has gained the services of Mr. J. Harman who commenced duty on the first day of the in-service training course.

Welcome to all new staff members!

STAFF MEMBERS TRAVELLING TO EASTERN STATES

Four staff members will be travelling to the Eastern States in November.

The Director, the Chief Warden of Fauna and Research Officer T. Riggert will be attending the Australian Fauna Authorities' Conference to be held from November 25 to 29.

The Extension and Publicity Officer, Mr. A.C. Waldon will be interviewing Dr. A.G. Nicholls in Melbourne in order to obtain the full story of the Australian Salmon research programme that has been conducted over the last decade.

This story will be reprinted in F.I.N.S. for the benefit of all the fishermen who have assisted Dr. Nicholls in tagging and marking fish and keeping log books of their catches. Mr. Waldon then travels to Canberra for discussions with Mr. R. Jensz (Education Advisor, Fisheries Branch, Department of Primary Industry) and Mr. P. Pownell, Editor of the Australian Fisheries News Letter.

OFFENCES UNDER FISHERIES ACT

OFFENDER	D.O.O.	D.O.H.	COURT	OFFENCE	FINE
Brown K.J.	8.4.68	22.7.68	Frem.	Closed wts.	\$200
Bubb C.	4.3.68	5.7.68	Perth	U/W tails	\$100+\$48
Davis G.G.	8.4.68	22.7.68	Frem.	Closed wts.	\$200
Garces J.A.	6.12.67	19.7.68	Geraldt.	U/S crays	\$2000+\$314
Gill R.F.	15.4.68	19.7.68	Geraldt.	U/S crays	\$100+\$82
Hopkins H.C.	25.4.68	15.8.68	Perth	U/W tails	\$100
Lombardo R.	29.11.67	19.7.68	Geraldt.	U/S crays	\$100+\$22
Lombardo V.	28.11.67	19.7.68	Geraldt.	U/S crays	\$100+\$64
McWhirter A.	26.5.68	16.8.68	Geraldt.	U/S crays	\$100
Paparello C.	30.11.67	19.8.68	Freman.	Obstruct.	\$100
Pola R.H.	15.4.68	19.7.68	Geraldt.	U/S crays	\$100+\$82
Rogers D.G.	1.4.68	22.7.68	Frem.	U/S fish	\$20+\$708.20
Thompson B.	29.3.68	15.8.68	Perth	Closed wts.	\$40
Thomspon T.	29.3.68	15.8.68	Perth	Closed wts.	\$40

U/S = Under Size

U/W = Under Weight

LIBRARY ACCESSIONS

BROWN, Harrison. The Challenge of Man's Future. An inquiry concerning the condition of man during the years that lie ahead. New York. Viking Press 1954 (Compass Books edition 1956). 296p. bibl.

CENTRAL MARINE FISHERIES RESEARCH INSTITUTE
Bibliography of Marine Fisheries and Oceanography of the Indian Ocean 1962-67, compiled by V. Murty et al. Mandapam Camp, Madras. C.M.F.R.I. 1968 208p.

IVERSEN, E.S. Farming the Edge of the Sea. London. Fishing News (Books) Ltd. 1968. 302p appendix tables. checklist, figs, glossary of helpful organizations. pls. refs. trade journals.

MARINE BIOLOGICAL ASSOCIATION OF INDIA
Proceedings of Symposium on Crustacea held at Ennakulam from Jan 12 to 15, 1965, Part V. Mandapam Camp, Madras. M.B.A.I. 1967. 208p, (Previous parts in library).

WATT, Kenneth E.F. Ecology and Resource Management A quantitative approach. New York, Sydney. McGraw-Hill. 1968. 450p. figs, refs, tabs.

WILSON, Edward. Birds of the Antarctic. Edited by Brian Roberts. London. Blandford Press. 1967. 191p. bibl., diags, original drawings and paintings.

WIMPENNY, R.S. The Plankton of the Sea. London. Faber, 1966. 426p. bibl. figs, pls.

"There is nothing wrong with having nothing to say - just as long as you don't say it out loud".

RARE BIRD RE-DISCOVERED

Next to the Noisy Scrub-bird and the Night Parrot the West Australian bird which has been most sought for by ornithologists is the Black Grass-Wren, (Amytornis lousei). Despite energetic searching it had never been seen again since its original discovery in the central Kimberleys in 1901 by the W.A. Government surveying expedition led by Mr. F.S. Brockman. It was a distinctive bird, mostly black in plumage, with narrow white streaks on the head and back. It lived among the piled-up masses of red and black sandstone, over and under which it ran with great agility.

News has just been received in Perth that the Harold Hall Expedition of the British Museum, now working in northern Australia, has re-located the bird and collected a number of specimens. Reporting on the re-discovery to Dr. D.L. Serventy, of the CSIRO Division of Wildlife Research at Perth, the leader of the expedition, Major Brian McDonald Booth, stated that the species was found north of Mt. House and was tolerably abundant among the sandstone blocks. He said that it required a foot-trek of 15 odd miles through extremely rough and broken country to reach the habitat of the bird. As complete observations as possible in the circumstances were made on its habits.

Dr. Serventy said that the original collection was made by Dr. F.M. House who was naturalist and medical officer on the Brockman Expedition. Earlier, in 1896, he had been appointed Resident Magistrate and medical officer of the Kimberley Division and afterwards settled at Gnowangerup, where he established a successful merino stud. The new bird was named in honour of him by Mr. A.W. Milligan, then honorary consulting ornithologist at the Western Australian Museum. The Harold Hall Expedition was now operating in the Northern Territory and would return to Perth in November.

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Pinned on an office bulletin board: "Double your pleasure, double your fun - Xerox your paycheck."

NEW NETTING CLOSURE IN THE SWAN

Following complaints from the M.T.T. that fishing nets were fouling the propellers of their ferrys and other large river craft, it has been decided to close a section of the Swan to all forms of net fishing except hand held prawn nets.

The area closed is from the Narrows Bridge upstream to a line drawn across the river from a white slab situated in the retaining wall on the southern side of the river approximately 200 yards upstream from the Mends Street Jetty to a point just upstream from the Barrack Street Jetty.

This closure will keep the ferry navigation channels clear and enable boats to turn unhindered at the Barrack Street Jetty.

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