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MONTHLY STAFF BULLETIN

17(12) Dec 1968

DEPARTMENT OF PARKS AND WILDLIFE

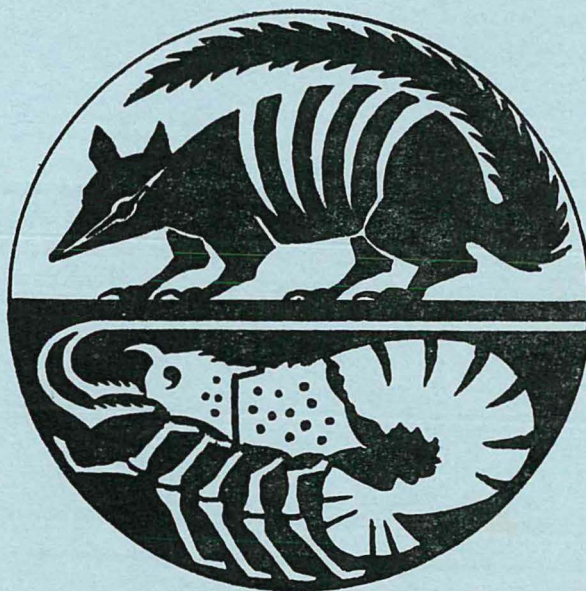
STAFF

BULLETIN

24 DEC 1968

DEPARTMENT OF
FISHERIES AND FAUNA
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DECEMBER, 1968

VOL. XVII, No. 12

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

Staff Numbers Rise

The Public Service Commissioner has investigated and created five new staff positions in the Department. These include two technical officers, two inspectors and one clerk.

The clerical position is the one at the Western Australian Marine Research Laboratory at Waterman. This was reported incorrectly in last month's Bulletin as a C-II-4. The correct classification of this item is C-II-3 and will be advertised in the near future and is expected to be filled early in the new year.

The two research positions will include a Grade 2 technical officer, G-II-1/2 and Grade I technical officer G-II-2/3. Both these positions will have their headquarters at the Waterman Laboratory.

One of the inspection items will be an Assistant Inspector, G-VII-1/2, stationed at Bunbury and working with Inspector Emery. The other inspection item is a relieving, seagoing position classified as a grade 2, G-II-1, inspector. This item will be advertised both in the Government Gazette and "The West Australian".

With the addition of these five new items the size of the staff continues to snowball. There are now 101 permanent positions and 7 temporary items an increase of 23 since 1966.

The administration and clerical branches have 28 members, the fauna branch has 16, research 22 members and the largest branch of all, inspection, has 42 officers.

Fisheries Research

Mr. J.P. Robins, Senior Research Officer, (Development) gave the following talk on A.B.C. Radio recently.

"In last month's talk, by the Director of Fisheries, a description of the recently completed fisheries research laboratories was given together with a brief explanation of the integration of research which will be carried out within the one building by research staff of the Western Australian Department of Fisheries and officers of the C.S.I.R.O. Division of Fisheries and Oceanography.

The Department has research officers investigating various aspects of the biology of rock-lobster, prawns, whiting, salmon, trout and marron. Another research officer is occupied with the problems of fisheries development and C.S.I.R.O. biologists are also engaged in larval rock lobster research and hydrological investigations.

Now what is meant by fisheries research and why is it needed? The simplest reply to the first part of the question is, I suppose "to find out as much as possible about the animal under investigation" and to the second part" so that the research findings may be used for the purposes of rational management of the fisheries".

Research studies can be carried on at all levels or depths. Generally speaking, the deeper the research the more basic or fundamental it becomes and in some cases the results may have no immediate application in terms of management.

After determining the basic features of the biology of the animal such as its geographical range or distribution, migrations, reproduction, fecundity, age at first maturity, spawning season and growth, the researcher is then in a position to go further into studies of population structure in terms of size, age and sex composition and recruitment.

Whilst collecting these types of information the researcher, (if studying a commercially-fished population)

generally, is able to collect data on fish mortality due to man's efforts and mortality due to nature through use of data collected on the amount of effort expended by man to harvest the fish resource. But even with all this information at his fingertips the researcher whose work is directed towards management can do little more than show trends if he does not know how the animal reacts or behaves in relation to its environment. The broad term for this study is called ecology.

Expansion of the term ecology may give you a better idea of the depth of study required to understand the behaviour of a fish population; ecology is that branch of science concerned with the inter-relationships of organisms and their environment shown by natural cycles and rhythms, community development and structure, interaction between different kinds of organisms, geographic distributions and population alterations.

By the environment I mean the water and the substrate and their associated chemical, physical and dynamical attributes.

Some of the attributes or characteristics of sea water are the salt content or chlorinity, temperature, oxygen and nutrient contents such as phosphates in various forms and nitrates.

The analysis of sea water samples to determine the values of these above characteristics and the interpretation of the results of these analyses are part of the study known as marine hydrology. The research person who makes these studies on sea water can be either or both a chemical and physical oceanographer depending on his specialist's approach.

The biologist who has access to information gathered by the hydrologist in the geographic area in which the biologist's study is being made can then test the relations which exist between the animal he is studying and the various environmental attributes which exist at the time of the study.

In many cases research of this kind, of simultaneous study of animal and environment, is difficult for several

reasons not the least of which is lack of facilities and personnel.

An alternative method of study is that where the biologist can transfer live individuals of the animal under field study to an experimental aquarium where he can observe the behaviour of the animal under controlled environmental conditions and determine how the animal reacts to an artificially produced environment whose attributes can be changed experimentally.

The question of why the animal reacts in a particular way to a given set of circumstances comes within the field of study of the physiologist.

So now in this brief talk I have endeavoured to indicate to you, in general terms, what types of research are being carried out by the officers of the Department at the Western Australian Marine Research Laboratories at Waterman. Future talks will be oriented towards specific programmes and their associated problems.

Distribution of "Fins"

Some fishermen are still not receiving copies of our quarterly publication "F.I.N.S.". If you hear of any licensed fisherman who is not yet getting his copy of the magazine please forward his name and address to the editor of "F.I.N.S." at Head Office.

Any information that you think may be of interest to fishermen or others connected with the fishing industry would be gratefully received by the editor.

* * * * *

STAFF NOTES

The inspector's system of four days' leave after ten days' work is being adhered to and will continue as closely as possible to the original formula.

MONTHLY STAFF BULLETIN

You are probably aware that material published in this Bulletin is in no small way a result of contributions made by Departmental officers.

Even though this is so, there is still a considerable quantity of useful material not reaching this medium of communication. To overcome this shortcoming you are asked to submit news items to this office. The content does not have to be lengthy, as long as it contains the relevant points. This, however, is left to your discretion.

'News items' can be submitted as they happen or they can be submitted at least once a month.



NETTING RESTRICTIONS

North West

The section of the Fitzroy River within a radius of three miles from Langley Crossing is now totally closed to the use of all fishing nets.

This closure notice was published in the Govt. Gazette No. 109 of November 29, 1968.

Metropolitan

A portion of the ocean around the jetty at Coogee has been closed to netters by a notice in the Govt. Gazette No. 102 of November 8, 1968.

The notice printed in this gazette now contains all total closures along metropolitan beaches. The department has had a verbal request for the closure of a section of the beach at Marmion but as no formal request has been made no further action will be taken until a written application is received.

Fishing in W.A.

Snapper are plentiful along the south coast at the moment and large consignments are being received at the metropolitan markets. The fish are large in size similar to those caught at Shark Bay.

One professional fisherman, who will remain anonymous scored twenty seven "doubleheaders" in 30 throws.

Crabbing parties are in full swing in the Bunbury estuary. A lot of Perth motor vehicles have been noted in the area in recent times. The popular thing nowadays is to leave Perth early Sunday morning travel to Bunbury, catch and cook crabs during the day and return to Perth same evening. A heavy mortality rate exists among the crabs of the Leschenault Inlet. The only likely explanation for this would seem to be that they are becoming entangled in the nets of professional fishermen who discard them as trash fish. Many fishermen are completely barred from hauling at night in summer because of the damage these great numbers of crabs cause to their nets. The fact stocks of crabs continually return to the estuaries year after year seems to bear out the theory that the main crab population is in the ocean.

The Supervising Inspector, Mr. J.E. Munro, noticed on his last inspection tour of district offices that the waters of Binninup and Myalup beaches are badly discoloured. Mr. Munro thinks that this is probably due to the refuse discharges of the La Porte Chemical Company.

Inspectors are now established at the temporary anchorages of Cape Leschenault, Cervantes and Ledge Point. Additional staff have been sent to assist at Lancelin and Jurien Bay.

Most factory managers report that crayfish production figures are down on previous years but there is still time to have a bumper season.

The road from Perth to Jurien Bay has been greatly improved. One hundred and twenty one miles of road have now been sealed and the remaining 40 miles of road is in

good condition. The coastal track south of Jurien, however, remains as bad as ever and is completely unfit for any car not equipped with four wheel drive. The Hill River crossing which is upstream from the old washed out and eroded original crossing is particularly bad. The approach is along a terribly rough road with steep banks of loose sand on each side of the creek. The Cadda road, which is 40 miles longer than the Jurien track, is often the quicker route.

* * *



● Marney Craig

Congratulations to Jim Penn and Marney Craig who announced their engagement this month. Jim is a research officer at the Waterman Laboratory and Marney was formerly a cadet university student with this department.

* * *

STAFF NOTES

Messrs. K.D. Morrison, S.J. Braine, R. Emmiliani and J.D. Harman have been appointed as Fisheries Inspectors under the Fisheries Act 1905-1967.

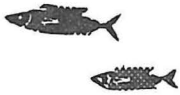
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The "Vlaming" will soon leave Fremantle, after having a general overhaul, to continue her patrol in Shark Bay waters.

* * * * *

The "Lancelin" and "Pelsart" are both hard at work patrolling the coast north and south of Fremantle.

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PEMBERTON HATCHERY RE-SITED



The Pemberton Trout Hatchery has to be shifted and a new building to replace it will be constructed in the near future.

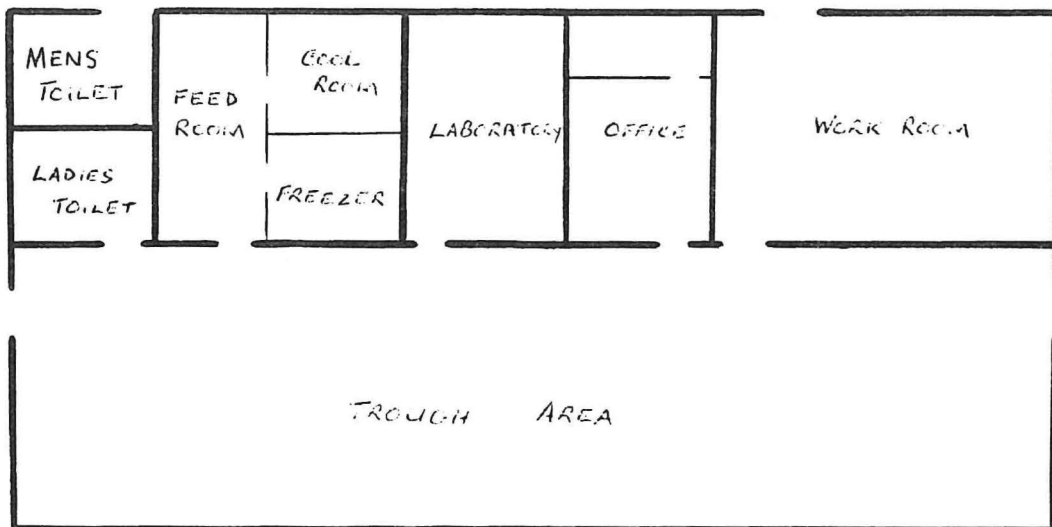
The Treasury has made \$15,000 available from the Consolidated Revenue Fund for the construction of a new building, ponds, and purchase of equipment.

The steel framed building to be purchased from Cyclone K-M Products Pty. Ltd., will have shadow-line asbestos walls and super six roof. It will be 60 feet long and 34 feet wide.

One side of the building will contain toilets, feed room with built in cool room and freezer, a laboratory, office and workroom. The other side of the hatchery will be devoted entirely to fish troughs.

The water supply will be drawn from the 10" water-main supplying the town of Pemberton.

The marron ponds will also be constructed at Pemberton to enable Dr. Morrissy to continue his study in more detail. Each marron pond will be 30 feet square and 3 feet deep and will be enclosed by a protective cyclone wire fence.



Proposed layout of new Hatchery

FURTHER CRAY RESTRICTIONS?

At the last meeting of the Crayfish Industry Advisory Committee all members expressed concern at the increasing practice of fishermen using more crayfish pots than the number to which they are legally entitled. As the restrictions now in force are designed to allow the maximum effort possible and still maintain a replacement rate sufficiently high to maintain production at a reasonably constant annual level, it is feared that the greater effort caused by the use of excess crayfish pots will have the effect of reducing the basic population and therefore the replacement rate. There is a danger that crayfish production will fall away sharply in the next few years.

A letter has been sent to all associations and companies connected with crayfishing expressing concern at the serious problem created by fishermen using more than their legal entitlement of pots.

Various methods of overcoming this serious overpotting problem are being considered by the Crayfish Industry Advisory Committee, and some changes in the procedure for checking pot numbers may be introduced next year.

PIONEERS

Excellent illustrations of how fishermen play their part in developing coastal areas north of Perth are the towns of Lancelin and Jurien Bay.

Jurien now has electric light, water supply, a hotel, caravan park, two general stores, a police station and sealed streets. Building is continually taking place and it will not be long before Jurien is a small town.

The "Seabird" factory, which is now under new management, has been enlarged and modernised. A number of substantial buildings have been erected for staff convenience.

STAFF NOTE

R. Lenanton had a recent trip to Canberra and will be accepting an overseas position some time next year.

PRAWN TRAWLING POLICY

As a matter of policy the Government has made the following decisions:

1. (a) That as and when considered desirable the coast of W.A. will be divided into several major prawning areas. The timing of this action will depend on the rate of development of the industry; area No. 2 (incorporating Nickol Bay) to be implemented as from January 1969.

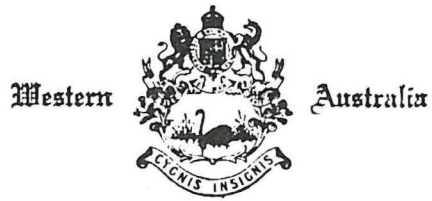
(b) That in this connection it is likely that some type of control in fishing effort in each zone will have to be introduced.
2. In conjunction with (1) industry will be advised that processing establishments will be limited in order to maintain a balance between the number of boats operating and the processing capacity.
3. (a) That crayfish "freezer boats" will be encouraged to enter the prawn fishery.

(b) That factory ships designed to produce the final processed article will not be permitted in the Western Australian prawn fishing industry.

(c) That motherships which freeze and hold catcher boat production prior to it being transported to a shore-based plant for final processing will be permitted to operate on the Western Australian coast; such vessels to be regarded as an extension of the shore-based plants which they supply; the shore base to be nominated and approved.

STUBBLE QUAIL SEASON

The Stubble Quail season for that area of the State lying North of the 31st parallel of south latitude opens on December 1. The season lasts for four months and closes on March 31, 1969.



STATE PUBLIC SERVICE

**Public Service
Salaries Agreement,**

— 1968 —

Western Australia.
STATE PUBLIC SERVICE.
Public Service (General Division Officers)
Salaries Agreement, 1968.
No. 1 of 1968.

THIS agreement, made pursuant to the provisions of the Public Service Arbitration Act, 1966, of Western Australia this Fifteenth day of March, 1968, 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 (General Division Officers) Salaries Agreement No. 1 of 1968.

2.—Arrangement.

1. Title.
2. Arrangement.
3. Scope.
4. Adjustment of Salary Rates.
5. Male Officers—Salary Classes and Grades.
6. Male Officers—Field Assistants.
7. Male Officers—Laboratory Assistants.
8. Male Officers—Drafting Assistants.
9. Female Officers—Salary Classes and Grades.
10. Female Officers—Laboratory Assistants and Technical Assistants.
11. Female Officers—Laboratory Attendants.
12. Female Officers—Telephonists and Assistants.
13. Female Officers—Drafting Assistants.
14. Annual Increments.
15. Temporary Employees.
16. Copies of Agreement.
17. Term of Agreement.

3.—Scope.

This agreement shall apply to all Government Officers who are employed in the General Division under and within the meaning of the Public Service Act, 1904-1967.

4.—Adjustment of Salary Rates.

The salary rates prescribed by this agreement shall be varied to the extent necessary to give effect to any decision of the Commonwealth Conciliation and Arbitration Commission in a National Wage Case made during the currency of this agreement and expressed to be on general economic grounds and which has general application.

5.—Male Officers—Salary Classes and Grades.

(a) The rates of pay for male General Division officers except as provided for Field Assistants (Clause 6), Laboratory Assistants (Clause 7) and Drafting Assistants (Clause 8) shall be as follows:—

	Per Annum. \$
Class 1:	
15 years of age	1,037
16 years of age	1,207
17 years of age	1,482
18 years of age	1,752
19 years of age	2,065
20 years of age	2,292
21 years of age or first year of adult service	2,452
22 years of age or second year of adult service	2,552
23 years of age or third year of adult service	2,662
24 years of age or fourth year of adult service	2,782
Class 2:	
Minimum	2,782
Intermediate	2,862
Maximum	2,942
Class 3:	
Minimum	2,942
Intermediate	3,032
Maximum	3,152

Provided that—

- (i) an officer who occupies a position which has been classified by an amalgamation of Classes 1 and 2, shall proceed to the intermediate margin of Class 2, after he has been in receipt of the maximum margin of Class 1 for a continuous period of twelve months; and
- (ii) an officer who occupies a position which has been classified by an amalgamation of Classes 2 and 3, shall proceed to the intermediate margin of Class 3, after he has been in receipt of the maximum margin of Class 2 for a continuous period of twelve months; and
- (iii) an officer who occupies a position which has been classified by an amalgamation of Classes 1, 2 and 3, shall proceed to the intermediate salary of Class 2 after he has been in receipt of the maximum salary of Class 1 for a continuous period of twelve months and to the intermediate salary of Class 3 after he has been in receipt of the maximum salary of Class 2 for a continuous period of twelve months.

(b) An officer who is over the age of 21 years on appointment may be appointed at a minimum rate of pay based on years of service and not on age.

(c) An officer retained on the maximum salary prescribed for Classes 1, 2 or 3 by subclause (a) for a period of five (5) years shall be paid an allowance of \$60 per annum provided the Permanent Head certifies that such officer is eligible and would be recommended for promotion on the grounds of efficiency and good conduct. An allowance paid under this subclause shall be converted to salary on promotion to a higher position and shall cease should the officer refuse to accept promotion.

(d) Classes and grades beyond a salary of \$3,152 per annum shall be those set out in Schedule A to this agreement.

(e) In allocating salaries or salary ranges, in accordance with Section 12 of the Public Service Arbitration Act, 1966, the Commissioner may amalgamate any two or more classes.

6.—Male Officers—Field Assistants.

(a) The rates of pay for male field assistants shall be as follows:—

Age or Year of Adult Service—	Per Annum. \$
15 years of age	1,037
16 years of age	1,207
17 years of age	1,482
18 years of age	1,752
19 years of age	2,065
20 years of age	2,292
21 years of age or first year of adult service	2,452
22 years of age or second year of adult service	2,552
23 years of age or third year of adult service	2,662
24 years of age or fourth year of adult service	2,782
25 years of age or fifth year of adult service	2,902
26 years of age or sixth year of adult service	3,022
27 years of age or seventh year of adult service	3,152

Provided that an officer who has been awarded a diploma of an approved Agricultural College shall be paid—

(i) one grade above the rate prescribed in this clause for his age, if he is under 21 years of age; or

(ii) two grades above the rate prescribed in this clause for his age or year of adult service, if he is 21 years of age or over.

(b) An officer who is over the age of 21 years on appointment may be appointed at a minimum rate of pay based on years of service and not on age.

(c) An officer retained on the maximum salary prescribed by subclause (a) for a period of five (5) years shall be paid an allowance of \$60 per annum provided that the Permanent Head certifies that the officer is eligible and would be recommended for promotion on the grounds of efficiency and good conduct. An allowance paid under this subclause shall be converted to salary on promotion to a higher position and shall cease should the officer refuse to accept promotion.

7.—Male Officers—Laboratory Assistants.

(a) The rates of pay for male laboratory assistants shall be as follows:—

Age or Year of Adult Service—	Per Annum. \$
15 years of age	1,103
16 years of age	1,263
17 years of age	1,482
18 years of age	1,752

	Per Annum.
19 years of age	2,065
20 years of age	2,292
21 years of age or first year of adult service	2,452
22 years of age or second year of adult service	2,552
23 years of age or third year of adult service	2,662
24 years of age or fourth year of adult service	2,782
25 years of age or fifth year of adult service	2,902
26 years of age or sixth year of adult service	3,022
27 years of age or seventh year of adult service	3,152

(b) An officer who is over the age of 21 years on appointment may be appointed at a minimum rate of pay based on years of service and not on age.

(c) An officer retained on the maximum salary prescribed by subclause (a) for a period of five (5) years shall be paid an allowance of \$60 per annum provided the Permanent Head certifies that the officer is eligible and would be recommended for promotion on the grounds of efficiency and good conduct. An allowance paid under this subclause shall be converted to salary on promotion to a higher position and shall cease should the officer refuse to accept promotion.

8.—Male Officers—Drafting Assistants.

(a) The rates of pay for male drafting assistants shall be as follows:—

Age or Year of Adult Service—	Per Annum. \$
21 years of age or first year of adult service	2,662
22 years of age or second year of adult service	2,782
23 years of age or third year of adult service	2,902
24 years of age or fourth year of adult service	3,022
25 years of age or fifth year of adult service	3,152
26 years of age or sixth year of adult service	3,292
27 years of age or seventh year of adult service	3,432
28 years of age or eighth year of adult service	3,577
29 years of age or ninth year of adult service	3,717

(b) An officer who is over the age of 21 years on appointment may be appointed at a minimum rate of pay based on years of service and not on age.

9.—Female Officers—Salary Classes and Grades.

(a) Except where otherwise provided in this agreement, the classes and grades applicable to female officers shall be as indicated in Schedule B.

(b) In allocating salaries or salary ranges, in accordance with Section 12 of the Public Service Arbitration Act, 1966, the Commissioner may amalgamate two or more classes.

(c) An adult female officer covered by this agreement who is performing work of the same or a like nature and of equal value to a male officer shall, subject to the principles and conditions laid down by Ministerial Circular (L238/67) dated 28th November, 1967, receive payment on the basis set out in such Circular.

10.—Female Officers—Laboratory Assistants and Technical Assistants.

(a) The rates of pay for female laboratory assistants and technical assistants shall be as follows:—

Age or Year of Adult Service	Per Annum.
15 years of age	1,048
16 years of age	1,133
17 years of age	1,274
18 years of age	1,455
19 years of age	1,614
20 years of age	1,773
21 years of age or first year of adult service	1,986
22 years of age or second year of adult service	2,081
23 years of age or third year of adult service	2,161
24 years of age or fourth year of adult service	2,241
25 years of age or fifth year of adult service	2,321

(b) An officer who is over the age of 21 years on appointment may be appointed at a minimum rate of pay based on years of service and not on age.

(c) An officer who has completed not less than 20 years of continuous permanent service shall be paid an allowance of \$80 per annum, provided the Permanent Head certifies as to the good conduct, diligence and efficiency of the officer.

11.—Female Officers—Laboratory Attendants.

(a) The rates of pay for female laboratory attendants shall be as follows:—

Age or Year of Adult Service	Per Annum.
15 years of age	908
16 years of age	1,051
17 years of age	1,135
18 years of age	1,278
19 years of age	1,459
20 years of age	1,665
21 years of age or first year of adult service	1,818
22 years of age or second year of adult service	1,928
23 years of age or third year of adult service	2,028
24 years of age or fourth year of adult service	2,108

(b) An officer who is over the age of 21 years on appointment may be appointed at a minimum rate of pay based on years of service and not on age.

(c) An officer who has completed not less than 20 years of continuous permanent service shall be paid an allowance of \$80 per annum, provided the Permanent Head certifies as to the good conduct, diligence and efficiency of the officer.

12.—Female Officers—Telephonists and Assistants.

(a) The rates of pay for female telephonists and assistants shall be as follows:—

Age or Year of Adult Service	Per Annum.
15 years of age	940
16 years of age	1,070
17 years of age	1,160
18 years of age	1,300
19 years of age	1,480
20 years of age	1,685
21 years of age or first year of adult service	1,840
22 years of age or second year of adult service	1,950
23 years of age or third year of adult service	2,050
24 years of age or fourth year of adult service	2,130

(b) An officer who is over the age of 21 years on appointment may be appointed at a minimum rate of pay based on years of service and not on age.

(c) An officer who has completed not less than 20 years of continuous permanent service shall be paid an allowance of \$80 per annum, provided the Permanent Head certifies as to the good conduct, diligence and efficiency of the officer.

(d) A female assistant who passes an examination in typewriting at 40 words per minute as approved by the Commissioner shall be paid an allowance of \$40 per annum.

(e) A female telephonist who passes a Telephonists' Efficiency Examination as approved by the Commissioner shall be paid an allowance of \$40 per annum.

13.—Female Officers—Drafting Assistants.

(a) The rates of pay for female drafting assistants shall be as follows:—

Age or Year of Adult Service	Per Annum.
16 years of age	1,113
17 years of age	1,274
18 years of age	1,455
19 years of age	1,614
20 years of age	1,773
21 years of age or first year of adult service	1,986
22 years of age or second year of adult service	2,161
23 years of age or third year of adult service	2,221
24 years of age or fourth year of adult service	2,301
25 years of age or fifth year of adult service	2,356
26 years of age or sixth year of adult service	2,426
27 years of age or seventh year of adult service	2,535
28 years of age or eighth year of adult service	2,610

Provided that an officer shall not proceed beyond a salary of \$2,301 per annum unless she—

- (i) has completed and passed an efficiency examination in the appropriate group of subjects of the Technical Education Division of the Education Department, herein listed:—

Engineering Drafting—

Elementary Drawing, Mechanical Drawing I, Qualifying Mathematics D; or

Such other subjects of equivalent standard as may be approved by the Public Service Commissioner.

Architectural Drafting—

Freehand Drawing, Building Construction I, Qualifying Mathematics D.

Cartographic Drafting—

Plan Drawing I, Cartographic Reproduction of Maps and Plans I, Qualifying Mathematics D; or

- (ii) has completed six years of continuous service as a Drafting Assistant after attaining the age of 21 years.

(b) Subject to a satisfactory report from the Permanent Head concerning the officer's conduct, diligence and efficiency, an officer who completes and passes the prescribed efficiency examination before reaching a salary of \$2,356 per annum, shall be paid an allowance of \$60 per annum, provided that such allowance shall convert to salary and cease when a salary margin of \$2,356 per annum is reached.

(c) An officer who is over the age of 21 years on appointment may be appointed at a minimum rate of pay based on years of service and not on age.

(d) An officer who has completed not less than 20 years of continuous permanent service shall be paid an allowance of \$80 per annum, provided the Permanent Head certifies as to the good conduct, diligence and efficiency of the officer.

14.—Annual Increments.

Subject to good conduct, diligence and efficiency an officer shall proceed from the minimum to the maximum of his salary range by annual increments according to the grades of such classification.

15.—Temporary Employees.

A person employed in a temporary capacity in the General Division under the provisions of section 31 of the Public Service Act, 1904-1967, shall be paid at a daily or weekly rate of pay equivalent to the annual rate that would be payable under the provisions of this agreement to a permanent officer engaged on duties of a similar nature and equal responsibility.

16.—Copies of Agreement.

Every officer and temporary employee shall be entitled to have access to a copy of this agreement. Sufficient copies shall be available in each Department for this purpose.

17.—Term of Agreement.

This agreement shall operate as from and including the fifteenth day of March, 1968, and shall remain in force for a period of three years, provided that either of the parties may after the fifteenth day of March, 1969, 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,

B. E. CORBOY,
Trustee.

B. J. COLLIER,
General Secretary.

[L.S.]

Schedule A.

MALE OFFICERS—GENERAL DIVISION.

Salary Classes and Grades.

Class	Minimum	Intermediate	Maximum
	\$	\$	\$
1	3,292	—	3,432
2	3,577	—	3,717
3	3,872	—	4,022
4	4,182	—	4,342
5	4,502	—	4,662
6	4,827	—	4,987
7	5,157	5,327	5,502
8	5,682	—	5,867
9	6,052	—	6,242
10	6,432	—	6,622
11	6,817	—	7,007
12	—	—	7,327
13	—	—	7,657

Schedule B.

FEMALE OFFICERS—GENERAL DIVISION.

Salary Classes and Grades.

Class	Minimum	Intermediate	Maximum
	\$	\$	\$
1	2,535	—	2,610
2	2,710	—	2,815
3	2,955	—	3,100
4	3,245	—	3,390
5	3,540	—	3,690
6	3,840	—	3,990
7	4,140	—	4,290

PUBLIC SERVICE SALARIES AGREEMENT 1968

SPECIAL LIFT OUT SUPPLIMENT

MONTHLY STAFF BULLETIN

DECEMBER 1968

A SUMMARY OF ALLOWANCES AGREEMENT

Herewith is a summary of allowances as may be claimed by officers of this Department. The material as presented in this article was presented at the recent Training School by Mr. A.C. Edwards. Frequently field officers are required to travel away from their headquarters on official business. Allowances are provided to reimburse an officer for any expenses incurred on such occasions. These may be as follows under the various headings.

1. TRAVELLING ALLOWANCES

There are two types of payment under this section:- payment to an officer incurring expenses through an overnight stay away from his headquarters and payment of an allowance for meals purchased by an officer who is away from his headquarters, although he does not remain away overnight.

1.1. Overnight Stay

The rates payable for each day spent away from an officer's headquarters are shown on the attached schedule. The method for determining part days spent travelling is:-

The day is divided by four times - 8.00a.m. (corresponding to breakfast), 1.00 p.m. (lunch), 6.00 p.m. (dinner) and 11.00 p.m. (payment for a bed). If any of these times are included in an officer's overnight travel time he receives one quarter of the daily rate for each period. The allowance is affected by the locality in which an officer is travelling. If he is south of the 26° of south latitude he receives one rate while if he is north of this line he receives a larger rate.

1.2. No Overnight Stay

The allowances for this section, shown elsewhere, are designed to reimburse an officer who purchases meals while on official business away from his headquarters. The dividing times mentioned above, determine whether or not an officer is entitled to be reimbursed for a particular meal. If an officer was away from his headquarters during one of the stated times he would be granted the appropriate amount

for the meal he purchased. The one exception in this section is that if an officer is away from his headquarters before 8.00 a.m. and returned after 11.00 p.m. he shall receive a full day at the overnight travelling rate.

It must be noted that travelling is defined as travel outside the metropolitan area for an officer based within this area and outside a radius of 15 miles from his headquarters for a country officer. The metropolitan area is defined as that land within a radius of thirty (30) miles from the Perth Railway Station.

There are other items under the travelling clauses, but none have a great significance although the rates for these items are set out in a schedule.

2. RELIEVING (OR SPECIAL DUTIES) ALLOWANCE

Generally this clause authorises the payment of the appropriate amount to an officer who is acting in a position away from his regular headquarters. A high rate is allowed for the first twentyeight days an officer acts in such a position and then a lower rate comes into effect.

If there is a likelihood of an officer becoming eligible for this allowance he should make further enquiries as there are certain qualifying conditions involved.

3. TRANSFER ALLOWANCE

If an officer is permanently transferred to a new headquarter he is entitled to receive an allowance for any inconvenience encountered in securing new accommodation. Once again certain qualifying circumstances are involved and enquiries should be made when a transfer is to be effected.

4. CAMPING ALLOWANCE

Several different factors determine the rates applicable to an officer entitled to receive camping allowance. The first decision is whether or not the particular camp is a "fixed" camp. A fixed camp as defined in the Agreement is "a camp of a permanent nature where living facilities of a good standard are provided".

Apart from obvious fixed camps, a caravan parked in a caravan park is described as a fixed camp. The parking fees are paid by the Department and there is no rent charged for the caravan.

Once the designation of the camp is known, there should be little trouble for an officer to determine the rate to which he is entitled from the various items listed in the schedule.

5. SEAGOING ALLOWANCE

Officers working on a Departmental boat should have little trouble in determining their appropriate rate. One point to be remembered when determining the time spent at sea is that this time is taken from the time the boat leaves the home port until it returns to this port.

6. MILEAGE ALLOWANCE

When an officer is required to use his private vehicle for official business he is reimbursed for running expenses. The rate of hire payable depends on the engine capacity, the number of miles already covered on official business and the area in which mileage was incurred. The appropriate rates are shown in a schedule.

The following points should be remembered when completing a claim form.

6.1. Complete claim form in original (front and back) and duplicate.

6.2. Complete diary to the end of the month and submit it together with the two copies of the claim form. Only claims submitted in this manner can be guaranteed an early payment.

6.3. Complete the journal side of the claim form showing all necessary departure and arrival times.

6.4. If different allowances are being claimed, show which is being claimed by using the following code:-

T = Travelling Allowance

C = Camping Allowance
R = Relieving Allowance
TR = Transfer Allowance
S = Seagoing Allowance
B'F = Breakfast
L = Lunch
D = Dinner

Enter mileage as shown on the form remembering that, if a trip outside the metropolitan area is being claimed, 30 miles should be claimed at metropolitan rates on the inward and outward journey.

6.5. Total all claims at the bottom of the journal.

6.6. Print your name in Block Letters on the Claim Side of the form.

6.7. Put the mileage previously claimed in the appropriate block and enter the mileage for this claim in the next section. Total these two lines to obtain mileage claimed to date.

6.8. Note that where requested to give the H.P Rating of the car used, an officer is now required to write the engine capacity in cubic centimetres.

6.9. Check that mileage is not over 5000 miles.

6.10. Place all rates in the appropriate column and calculate an individual amount for each item claimed.

6.11. Total these amounts at the line headed "TOTAL OF CLAIM" NOT AT " NET PAYMENT."

6.12. Sign the form in the two spaces provided and submit it.

STAFF NOTE

Inspector Silbert has been transferred to Bunbury to assist Inspector Emery. Inspector Silbert will probably remain there until the vacant item mentioned on page 1 of this Bulletin is filled.

LIBRARY ACCESSIONS

- BROWN, Philip. Birds in the Balance. A survival book on birds. London. Andre Deutsch Ltd. 1966 124p.
- ZISWILER, Vinzenz. Extinct and Vanishing Animals by Vinzenz Ziswiler, revised Eng. ed. by Fred and Pille Bunnell. The Heidelberg Science Library Vo. 2 New York. Springer-Verbag 1967. 133 p. Appendix I, List of Bird and Mammal Forms already extinct. Appendix 2. List of the Most gravely threatened Animal Forms. Bibl. figs, graphs, pls.
- HARRIS, Thistle G. Nature craft in Australia. A guide for the nature-lover, the bushwalker the student and the teacher. 2nd ed. rev. Sydney. Angus & Robertson 1967. 323 p. figs. pls. residing list.
- MARSHALL N.B. The Life of Fishes. Cleveland and New York. World Pub. Co.1966. 402 p. figs. pls. refs.
- BELLAIRS, Angus d 'A. Reptiles. 2nd ed. London Hutchinson 1968. Hutchinson Univ. Library. Biological Sciences. 200 p. bibl. figs.
- LOCKLEY, R.M. Animal Navigation. London. Pan Books Ltd. 1967. 205p. figs.
- TUCKER, D.G. Sonar in Fisheries. A forward look London Fishing News (Books Ltd). 1967. 136p. bibl. figs.

* * * * *

Chairman of the Board: "That is only a suggestion, gentlemen, but let's not forget who's making it".

"Where's that horse you were going to sell me?"
the city dweller asked the farmer.

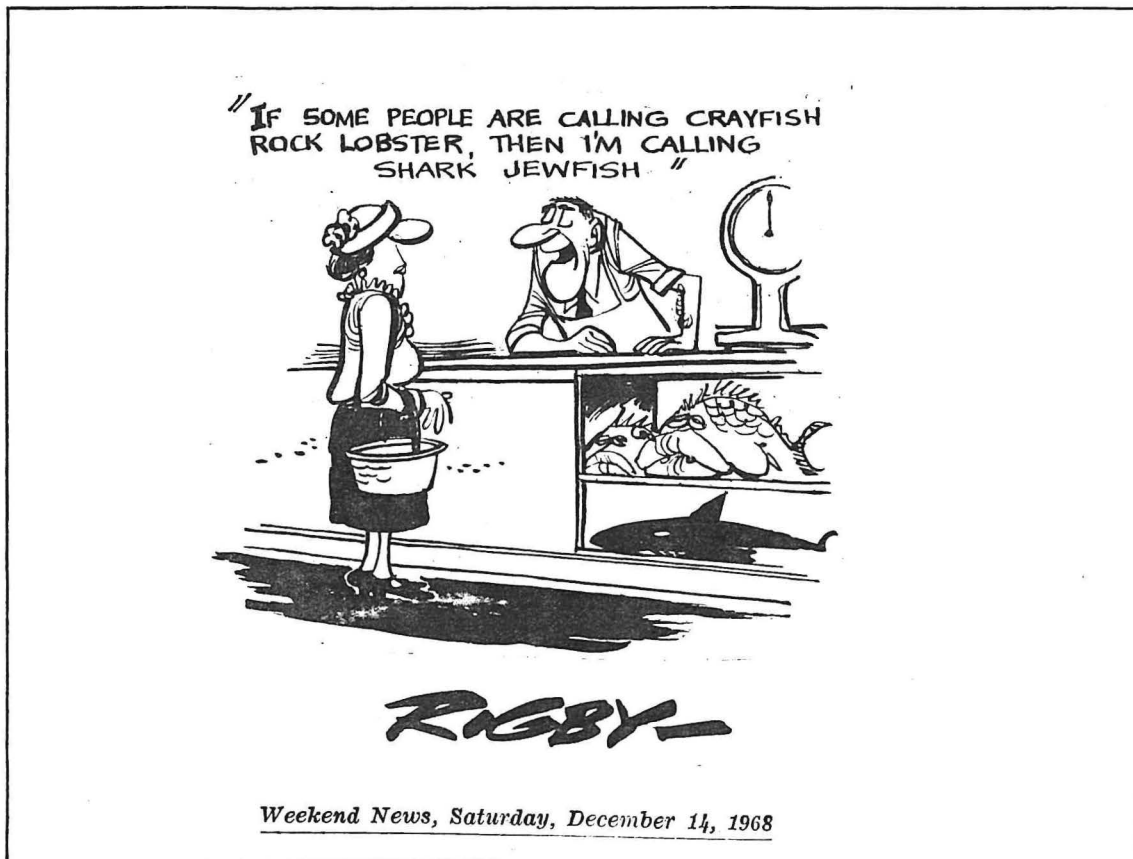
"He got better", the farmer replied.

WHAT'S IN A NAME?

At the last meeting of the World Codex Committee on fisheries products in Norway the French moved to have the overseas name of our crayfish, spiny lobster, changed to crawfish.

Reading between the lines the Australian exporters feel that this move is an attempt to confuse our product with the insignificant little American crawfish which is similar to the W.A. Gilgie.

If this confusion occurs on the huge U.S. market the demand and the price will drop considerably seriously affecting the State's income. A drop of one cent per lb would cost the State around \$85,000.



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