

Railway service. There is no legitimate reason why these men should not be given the right to become contributors to the Superannuation Fund and receive the benefits thereof. We therefore recommend accordingly.

SOCIETY'S CLAIM NO. 39: *That the classification of "grinder" be inserted in the schedules of the Classification Act.*

A majority of the Board has no recommendation to make. They state that a man working a grinding-machine should be classified according to the class of work he is performing.

We are of the opinion that no harm can be done by inserting in the schedules of the Classification Act the word "grinder." In the ordinary awards, outside the Railway service, there is such a classification, and within the service there are one or two men who do that class of work but who are classified as machinists. We recommend that in this case the claim be given effect to.

SOCIETY'S CLAIM NO. 41: *That the status of casual hands be considered with a view to having them placed on the permanent staff after five years' service.*

A majority of the Board has no recommendation to make, stating "The departmental advocate stated that, in practice, casual tradesmen in the workshops, if eligible, are appointed to the permanent staff after three years' casual service."

We are unable to concur in the decision of a majority of the Board, by reason of the fact that it does not embrace those casuals in the goods-sheds who were eligible for permanent appointment when they first joined the Railway service. These men in many instances have given long years of faithful service and are still termed "casual." We recognize that a certain amount of casual labour is necessary, but are of the opinion that the number of men coming under this designation can be considerably reduced by giving effect to the claim. We therefore recommend same.

SOCIETY'S CLAIM NO. 42: *That temporary transfers be abolished with a view to paying single men night allowance for six weeks, as provided for by Regulation 67.*

A majority of the Board has no recommendation to make, stating that this case is provided for under Regulation 69.

We are unable to concur in this decision, because the construction placed on Regulation 69 is that, should an employee be located at one station more than six weeks, no night allowance whatever is paid, whereas the practice has been to pay the allowance up to and including six weeks, and any period in excess of six weeks was not paid for. We are of the opinion that this is reasonable, and recommend accordingly.

SOCIETY'S CLAIM NO. 62: *That all employees who are eligible to be appointed to the permanent staff be permitted to pay superannuation contributions into a Suspense Account, such money to be transferred to the Superannuation Fund upon their being appointed to the permanent staff.*

A majority of the Board has no recommendation to make, stating "The same object can be attained by a casual employee paying the amount of his contributions into the Post Office Savings-bank, or by paying a similar amount to the Society when paying his subscriptions to the Society. In the event of his being appointed to the permanent staff, he will then have a fund available for purchasing his past service, and will receive interest in the meantime."

We cannot concur in this decision, because, on the face of the claim, it is not only reasonable but to the advantage of the State that it should be done. The men join the service, and are eligible for permanent appointment; they are on what may be termed probation for two or three years, and do not pay contributions to the Superannuation Fund. At the expiration of two or three years they are placed on the permanent staff, and are called on to pay up the arrears of contributions to the fund, which involves double contributions being paid for a lengthy period, and this imposes a hardship on the men. The claim asks that from the commencement of their service the men should pay their contributions into a Suspense Account to be opened in connection with the fund, same to be returned to the employees without interest if he is found unsuitable for permanent appointment. The fund would thereby have the money earning interest, and the person appointed would be relieved of a hardship when permanently employed.

SOCIETY'S CLAIM NO. 69: *That, where a departmental doctor certifies that a member is incapacitated through sickness or accident, full pay be allowed for all time off duty as a result of such sickness or accident.*

A majority of the Board has no recommendation to make.

We are unable to concur in this decision. Although men who meet with accidents in the Railway service are paid under the Workers' Compensation for Accidents Act, they are subject to greater risks than the majority of men in other occupations. When such accidents occur the men are in need of more money than under ordinary circumstances. The same may be said of those men who are off duty through sickness. The difficulty in the past has been that some men have malingered. To overcome this difficulty the claim asks that those men off through sickness and accident shall produce a certificate from a doctor appointed by the Department, who without doubt would be able to say whether the case was genuine or otherwise. We therefore recommend this claim to you for favourable consideration.