ANNO TRICESIMO OCTAVO

ELIZABETHAE II REGINAE

A.D. 1989

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No. 34 of 1989

An Act to amend the Industrial Conciliation and Arbitration Act, 1972; and to repeal the Industrial Code, 1967.

[*Assented to 4 May 1989*]

The Parliament of South Australia enacts as follows:

Short title

1. (1) This Act may be cited as the *Industrial Conciliation and Arbitration Act Amendment Act, 1989*.

(2) The *Industrial Conciliation and Arbitration Act, 1972*, is in this Act referred to as "the principal Act".

Commencement

2. This Act will come into operation on a day to be fixed by proclamation.

Interpretation

3. Section 6 of the principal Act is amended—

(a) by inserting after paragraph (c) of the definition of "employee" the following paragraph:

(ca) subject to any condition, limitation or exclusion that may be prescribed by regulation—any person who performs work for remuneration as an outworker;;

(b) by striking out from paragraph (d) of the definition of "employee" the passage "paragraph (b) or (c)" and substituting "paragraph (b), (c) or (ca)";

(c) by striking out "and" between paragraphs (c) and (d) of the definition of "employer";

(d) by inserting after paragraph (d) of the definition of "employer" the following word and paragraph:

and

(e) in relation to a person referred to in paragraph (ca) of the definition of "employee", means the person or body for which the work is performed:;

(e) by striking out paragraphs (d), (e) and (f) of the definition of "industrial matter" and substituting the following paragraphs:

(d) the relationship of employer and apprentice;

(e) the employment of juniors and apprentices in an industry (including the number or proportion that may be employed);

(f) the employment of any person, or of any class of persons, in addition to those referred to above, in an industry;;

(f) by inserting after the definition of "Presidential Member" the following definition:

"prime bank rate", for a particular financial year, means the rate (expressed as a percentage per annum) fixed by the State Bank of South Australia as at the commencement of that financial year as its indicator lending rate:;

(g) by inserting after the definition of "order" the following definition:

"outworker" *see section 7*:;

and

(h) by inserting after subsection (1) the following subsection:

(1aa) For the purposes of this Act, the performance of work includes the provision of services.

New s. 7

4. The following section is inserted immediately after section 6 of the principal Act:

Outworkers

7. (1) Subject to this section, a person is an outworker if—

(a) the person is, for the purposes of a trade or business of another, engaged or employed to work on, process or pack articles or materials;

and

(b) the person performs that work—

    (i) in or about a private residence;

    or

    (ii) in or about premises of a prescribed kind that are not business or commercial premises.

(2) Where—

(a) a body corporate is, for the purposes of a trade or business of another person, engaged to work on, process or pack articles or materials;

(b) one person (being an officer or employee of the body corporate) personally performs all or a substantial part of the work undertaken by the body corporate;

and

(c) that person performs that work—

    (i) in or about a private residence;

    or

    (ii) in or about premises of a prescribed kind that are not business or commercial premises,

the person referred to in paragraph *(b)* will be taken to be an outworker who is performing work for the other person referred to in paragraph *(a)*.

(3) Where a person (not being the person for whom the work is performed)—

(a) negotiates for, or arranges, the performance of any work by an outworker (or a body corporate to which subsection (2) applies);

or

(b) is otherwise involved in any part of the process of distributing work to, or collecting work from, an outworker (or a body corporate to which subsection (2) applies),

the person will also be taken to be an outworker who is performing work for the person for whom the negotiations or arrangements are carried out or made, or for whom the work is distributed or collected.

(4) Part VI of this Act, and any award or industrial agreement made before the commencement of this section, will only apply to outworkers who are engaged (but not employed under a contract of employment) to perform work in an industry to such extent as may be determined by award or industrial agreement made after the commencement of this section.

Jurisdiction of the Court

5. Section 15 of the principal Act is amended—

(a) by striking out from paragraph (c) of subsection (3) "three" and substituting "six";

and

(b) by inserting after subsection (4) the following subsection:

(4a) If in a case under subsection (1) (d) the Court is satisfied—

(a) that an Inspector had prior to the commencement of any proceedings advised the defendant that the claimant's claim was, in the Inspector's opinion, justified;

(b) that the defendant had no reasonable ground on which to dispute the claim;

and

(c) that, in the circumstances, the defendant should have satisfied the claim without putting the claimant to the trouble of taking proceedings to establish the validity of the claim,

the amount awarded by the Court may be increased by a penalty determined by the Court (but the penalty must not be an amount that is greater than the amount of the judgment on the claim).

Representation

6. Section 16 of the principal Act is amended by inserting "or intervener" after "a party".

Jurisdiction of the Commission

7. Section 25 of the principal Act is amended by striking out subsection (2) and substituting the following subsection:

(2) In the exercise of its jurisdiction under this Act—

(a) the Commission must make all such suggestions and do all such things as appear to it to be right and proper for effecting conciliation between

parties, for preventing and settling disputes and for settling claims by amicable agreement between parties;

and

(b) the Commission must have regard to the objects of this Act.

Awards of general application

8. Section 25a of the principal Act is amended by inserting in subsection (2) "or limitation" after "qualification".

Compulsory conference

9. Section 27 of the Act is amended by striking out paragraph *(b)* of subsection (8) and substituting the following paragraph:

(b) the substance of the summons is contained in a message sent by telex, fascimile machine or other similiar means of telecommunication to the person at his or her place of residence or business last known to the Commission;.

Unfair dismissal

10. Section 31 of the principal Act is amended—

(a) by striking out subsection (5) and substituting the following subsection:

(5) Where an application under this section proceeds to hearing and the Commission is satisfied that a party to the proceedings clearly acted unreasonably in failing to discontinue or settle the matter before it reached the hearing, the Commission may make an order for costs against that party (including any costs incurred by the other party to the application in respect of representation by a legal practitioner or agent up to and including the hearing).;

and

(b) by inserting after subsection (6) the following subsection:

(7) Where the parties to an application are located in a remote area of the State, the President may authorize an industrial magistrate or any stipendiary magistrate to call and preside over a conference under subsection (6) on behalf of the Commission.

Representation of parties

11. Section 34 of the principal Act is amended—

(a) by striking out subsection (1) and substituting the following subsections:

(1) Subject to subsection (1a), a party to, or intervener in, proceedings before the Commission may be represented by a legal practitioner or agent.

(1a) Leave is required for a party or intervener to be represented by a legal practitioner at—

    (a) a voluntary conference under this Act;

    (b) a compulsory conference under section 27 (the matter not having been referred to the Commission under section 27 (9));

    or

    (c) a conference under section 31 (6).

(1b) Leave will be granted under subsection (1a) if (and only if)—

(a) all of the parties consent to the application for leave;

(b) (i) another party is to be represented by a legal practitioner (either by leave or pursuant to subsection (1c));

or

(ii) another party is to be represented by a person who is legally qualified (not being a legal practitioner);

(c) (i) another party is a legal practitioner;

or

(ii) another party is legally qualified (not being a legal practitioner);

or

(d) the person presiding at the conference is satisfied—

(i) that the party or intervener would, if leave were not granted, be unfairly disadvantaged;

or

(ii) that there are special circumstances that make such a representation desirable.

(1c) Leave is not required under subsection (1a) if the legal practitioner is an officer or employee of—

(a) the United Trades and Labor Council;

(b) the Chamber of Commerce and Industry, South Australia Incorporated:

(c) the South Australian Employers' Federation Incorporated;

or

(d) any other registered association that represents employers or employees.;

and

(b) by striking out subsection (3).

New Division

12. The following Division is inserted after section 36 of the principal Act:

DIVISION IV—RESOLUTION OF CONTRACT DISPUTES

Preliminary

37. (1) A contract (not being a contract of employment) is a contract of carriage for the purposes of this Division if—

(a) a person (the contractor) is engaged to carry a load (not consisting of passengers) by motor vehicle for another (the principal) for the purposes of a trade or business carried on by the principal;

(b) the contractor does not simultaneously operate more than one motor vehicle for business purposes;

and

(c) the contractor is not a common carrier.

(2) A contract (not being a contract of employment or a contract of carriage) is a service contract for the purposes of this Division if—

(a) a person (the contractor) is engaged to perform work for another (the principal) for the purposes of a trade or business carried on by the principal;

and

(b) —

(i) in the case of a contractor who is a natural person—the contractor personally performs all or a substantial part of that work;

or

(ii) in the case of a contractor that is a body corporate—one person (being an officer or employee of the body corporate) personally performs all or a substantial part of the work undertaken by the body corporate.

(3) A reference in this Division to a contract of carriage or a service contract extends to a contract that is collateral to such a contract.

Conciliation conferences

38. (1) This section applies in relation to an existing, impending or threatened dispute relating to contracts of carriage or service contracts.

(2) Where a dispute to which this section applies arises, the Commission may, on its own initiative, or on the application of—

(a) the Minister;

(b) the United Trades and Labor Council;

(c) a registered association acting on behalf of persons who are parties to contracts of the relevant kind,

or

(d) with the leave of the Commission, any other association, being a body corporate, that can show an interest in the dispute,

call a conference of the parties to the dispute for the purpose of attempting to settle the dispute by conciliation and agreement.

(3) The Commission may at a conference under this section make recommendations for the settlement of the dispute.

(4) Where the dispute relates to contracts of carriage, the Commission may, if of the opinion that it is desirable to do so, proceed to hear and determine any matter or thing arising out of the conference as if it were acting under section 27 (9).

(5) The provisions of this Act relating to compulsory conferences apply, with necessary modifications, to a conference under this section.

(6) The Commission may, at any time during a conference under this section, refrain from proceeding further with the conference if it appears that the subject matter of the dispute is trivial, or that in the public interest further involvement by the Commission is not necessary or desirable.

Review of harsh, unjust or unconscionable contracts

39. (1) If, on application under this section, the Commission is satisfied—

(a) that a contract of carriage or a service contract operates harshly, unjustly or unconscionably;

(b) that the contract was entered into in circumstances where the parties to the contract were in unequal bargaining positions;

and

(c) in a case where the contractor would have been subject to an award of the Commission had he or she entered into a contract of employment to perform the work—that the contract appears to have been entered into to evade the overall provisions of that award,

the Commission may, according to what is fair in the circumstances of the particular case, by order—

(d) avoid the contract (wholly or in part), or modify its terms, from the inception of the contract or from some later time;

(e) give consequential directions for the payment of money, or in relation to any other matter affected by the contract;

(f) prohibit the principal, or any person who is, in any way considered relevant by the Commission, associated with the principal, from entering into further contracts that would have the same or similar effect, or from inducing others to enter into such contracts.

(2) An application for an order under this section may be made by (and only by)—

(a) a party to the relevant contract;

(b) a registered association acting on behalf of a party to the relevant contract;

(c) a registered association of employers whose members ordinarily engage persons in the industry to which the relevant contract relates;

(d) a registered association of employees whose members work in the industry to which the relevant contract relates;

(e) with the leave of the Commission, any other association, being a body corporate, that can show an interest in the matter;

or

(f) the Minister.

Intervention

13. Section 44 of the Principal Act is amended by inserting after subsection (1) the following subsection:

(1a) Where the interests of any of its affiliates are likely to be affected (either directly or indirectly) by the outcome of proceedings before the Court or Commission, the United Trades and Labour Council may, with the leave of the Court or Commission, intervene in those proceedings and make such representations and tender such evidence as it thinks fit.

Industrial Registrar

14. Section 48 of the principal Act is amended by striking out from subsection (2) "Part II" and substituting "Part III".

New s. 50a

15. The following section is inserted after section 50 of the principal Act:

Powers relating to unpaid wages, etc.

50a. (1) If an Inspector has reason to believe that an employer has not paid an amount due to an employee in connection with his or her employment, the Inspector may, by notice in writing (setting out the reason for his or her belief), require the employer, within a period specified in the notice—

(a) to calculate, or recalculate, the amount due to the employee;

(b) to provide a certificate signed by the employer or a person authorized to act on the employer's behalf showing—

      (i) the basis on which the employee's monetary entitlement from the employer is calculated;

and

      (ii) the result of the calculation;

(c) to provide evidence to the satisfaction of the Inspector that any amount due to the employee has been paid;

and

(d) to provide the Inspector with any other information relevant to the employee's monetary entitlement from the employer that the Inspector may reasonably require.

(2) An employer who receives a notice under subsection (1) may apply to the Court for—

(a) a review of the reason why the Inspector believes that the employer has not paid an amount due to an employee;

(b) a review of the period within which the employer must comply with the notice;

or

(c) a review of any other requirement placed on the employer under the notice.

(3) An application under subsection (2) must be made within 14 days of the receipt of the notice by the employer.

(4) Pending the determination of an application for review, the operation of the notice to which the application relates is suspended.

(5) On an application for review, the Court must act according to equity, good conscience and the substantial merits of the case and without regard to technicalities.

(6) The Court may, on an application for review—

(a) confirm the notice to which the review relates;

(b) confirm the notice with such modifications as it thinks fit;

or

(c) cancel the notice.

(7) In addition to its powers under subsection (6), if the Court is satisfied on a review that the employer has not paid an amount due to an employee in connection with his or her employment, the Court may, if it thinks fit, order the employer to pay the outstanding amount to the employee (and any such order will have the same force and effect as an order on a claim under section 15 (1) (d)).

(8) If an employer—

(a) fails to comply with a notice under subsection (1) (the employer not having made an application for review under subsection (2));

    or

(b) having made an application for review under subsection (2), fails to comply with a notice confirmed by the Court within a period specified by the Court,

the employer is guilty of an offence.

Penalty: Division 8 fine.

Members of Committees

16. Section 58 of the principal Act is amended by inserting in subsection (5) "unless the legal practitioner is an officer or employee of a registered association that represents employers or employees in the industry in relation to which the Committee has been constituted" after "legal practitioner".

Jurisdiction of Committees

17. Section 69 of the principal Act is amended by inserting after subsection (7) the following subsection:

(8) In the exercise of its jurisdiction under this Act, a Committee must have regard to the objects of this Act.

Sick leave

18. Section 80 of the principal Act is amended—

(a) by striking out from paragraph *(a)* of subsection (3) "at the rate of ten days on full pay per year" and substituting "at the rate of five-twenty-sixths of one day on full pay for each completed week of service";

(b) by striking out subsection (4);

and

(c) by inserting after subsection (4b) the following subsection:

(4c) The provisions of this section do not prevent an award or industrial agreement providing for the grant of sick leave in terms or on conditions more favourable to employees than the terms and conditions provided by this section.

Right of appeal

19. Section 96 of the principal Act is amended—

(a) by striking out from subsection (1) "and" between paragraphs *(c)* and *(d)*;

and

(b) by inserting after paragraph *(d)* of subsection (1) the following word and paragraph:

and

(e) against the whole or part of an order made by the Commission pursuant to section 39.

Persons entitled to appeal

20. Section 97 of the principal Act is amended—

(a) by striking out "or" between paragraphs *(f)* and *(g)*;

and

(b) by inserting after paragraph *(g)* the following word and paragraph:

or

(h) in the case of an appeal against an order made by the Commission in the exercise of the jurisdiction conferred on it by section 39—by any person or association that was a party to the proceedings under that section.

Term and form of agreement

21. Section 108 of the principal Act is amended by striking out paragraph *(b)* of subsection (1) and substituting the following paragraph:

(b) for a term to be specified in the agreement (and different terms may be specified for different parts of the agreement);.

Approval of Commission in relation to industrial agreements

22. Section 108a of the principal Act is amended—

(a) by inserting after subsection (3) the following subsection:

(3a) The grounds upon which the Commission may decide not to approve an industrial agreement include—

(a) that the industrial agreement is, in the opinion of the Commission, contrary to the objects of this Act;

(b) in the case of an industrial agreement to which a registered association of employees is a party—that another registered association that represents employees who do work of the same or substantially the same kind as the employees to whom the agreement relates, and that has a proper interest in the matter, is not a party to the agreement.;

and

(b) by striking out subsection (4) and substituting the following subsection:

(4) Where an application is made for the approval of an industrial agreement under this section—

(a) the Commission must give to any registered association that has, in the Commission's opinion, a proper interest in the matter written notice of the time and place appointed for the hearing of the application;

and

(b) where it is proposed to extend the operation of an industrial agreement to other classes of employees (either by substituting the agreement with a fresh agreement or by varying the existing agreement)—the Commission may require the applicant to publish, in accordance with the Rules, a notice in a newspaper circulating generally throughout the State setting out the time and place appointed for the hearing of the application and a brief summary of the contents of the agreement.

Due regard to be had to certain general principles

23. Section 146b of the principal Act is amended—

(a) by striking out from subsection (1) "guidelines or conditions" and substituting "guidelines, conditions, practices or procedures";

(b) by striking out subsection (2) and substituting the following subsection:

(2) The Full Commission may, on its own initiative, or on the application of—

(a) the Minister;

(b) the United Trades and Labor Council;

(c) the Chamber of Commerce and Industry, South Australia Incorporated;

or

(d) the South Australian Employers' Federation Incorporated,

make a declaration adopting in whole or in part and with or without modification any principles, guidelines, conditions, practices or procedures referred to in subsection (1).;

and

(c) by striking out from subsection (3) "guidelines or conditions" and substituting "guidelines, conditions, practices or procedures".

Manner in which employee is to be paid

24. Section 153 of the principal Act is amended—

(a) by striking out subsection (2) and substituting the following subsections:

(2) For the purposes of this section a payment is a payment in money if it is made—

(a) in cash;

or

(b) on authorization under subsection (2a)—

(i) by cheque (duly met on presentation at the bank on which it is drawn), postal order or money order payable to the employee;

or

(ii) into a specified account with a financial institution.

(2a) An authorization may be given for the purposes of subsection (2)—

(a) by the employee himself or herself giving the authorization in writing;

or

(b) by a registered association of employees whose membership covers persons who do the kind of work undertaken by the employee agreeing to the authorization in an award or industrial agreement.;

(b) by striking out paragraph (a) of subsection (4) and substituting the following paragraph:

(a) the authorization given pursuant to subsection (2a) (a) (no other authorization having been given under subsection (2a) (a) or (b)), the employer must pay the employee in cash;;

and

(c) by striking out from subsection (6) "a bank account" and substituting "an account with a financial institution".

Remedies and penalties for breach of award or agreement

25. Section 154 of the principal Act is amended by striking out subsections (3) and (4) and substituting the following subsections:

(3) Where a person or association is convicted of an offence under subsection (1), the court may, either on application or on its own initiative, and in addition to any penalty it may impose—

(a) order the defendant to take such steps as are specified in the order, within the time specified in the order, to remedy his or her default;

(b) if the court is of the opinion that the defendant wilfully committed the offence—issue an injunction (including a mandatory injunction) to restrain the defendant from committing any further default or to compel the defendant to take specified action to remedy the default;

and

(c) if the offence arises out of a failure to comply with an order made in the exercise of the jurisdiction of the Court or Commission under section 15 (1) (d) or 31—order the defendant to pay to the person who was the other party to the particular proceedings penalty interest on any amount payable by the defendant to that person as a result of those proceedings, the interest being payable at a rate (not exceeding twice the prime bank rate applying at the particular time), and as from a date, determined by the court.

(4) A person or association must not disobey or fail to comply with an injunction or order under subsection (3).

Penalty: Division 6 fine.

Employee not to be discriminated against for taking part in industrial proceedings

26. Section 156 of the principal Act is amended—

(a) by striking out subsection (1) and substituting the following subsection:

(1) An employer must not—

(a) dismiss an employee from, or threaten to dismiss an employee from, his or her employment;

(b) injure an employee in, or threaten to injure an employee in, his or her employment;

or

(c) alter detrimentally the position of an employee in, or threaten to alter detrimentally the position of an employee in, his or her employment,

in consequence of—

(d) the employee becoming or acting in the capacity of a member of a Committee;

(e) anything done by the employee as or in the capacity of a member of a Committee, or arising out of or consequent on the employee being or acting in that capacity;

(f) the employee becoming a party to any proceedings before the Court, the Commission or a Committee;

(g) the employee taking part or being involved in an industrial dispute;

or

(h) any evidence given or anything said or done or omitted to be said or done by the employee before the Court, the Commission or a Committee.

Penalty: Division 8 fine.;

(b) by striking out from subsection (2) "within two months" and substituting ", or that his or her employment with the defendant was altered detrimentally, within six months";

and

(c) by striking out subsection (3) and substituting the following subsection:

(3) A prosecution for an offence against this section may be commenced by—

(a) the employee against whom the offence is alleged to have been committed;

or

(b) an Inspector.

Employee not to be discriminated against on certain other grounds

27. Section 157 of the principal Act is amended—

(a) by striking out subsection (1) and substituting the following subsection:

(1) An employer must not—

(a) dismiss an employee from, or threaten to dismiss an employee from, his or her employment;

(b) injure an employee in, or threaten to injure an employee in, his or her employment;

or

(c) alter detrimentally the position of an employee in, or threaten to alter detrimentally the position of an employee in, his or her employment,

because the employee—

(d) is or has been entitled to the benefit of an award or industrial agreement;

(e) (i) is or has been a member, officer or delegate of an association;

(ii) is not a member, officer or delegate of an association;

(f) (i) proposes to become a member, officer or delegate of an association;

(ii) proposes to cease to be a member, officer or delegate of an association;

(g) after making reasonable application for time off work, has been absent from work for a reasonable period or periods for the purpose of performing his or her duties as a member, officer or delegate of an association;

or

(h) takes, proposes to take, or has taken, lawful action for the purpose of furthering or protecting the interests of an association, or of the members of an association, of which the employee is a member, officer or delegate.

Penalty: Division 8 fine.;

and

(b) by inserting in subsection (2) ", or that an employee's employment has been altered detrimentally," after "employment".

New s. 158

28. Section 158 of the principal Act is repealed and the following section is substituted:

Employee not to cease work for certain reasons

158. (1) An employee must not cease work in the service of an employer because the employer—

(a) is entitled to the benefit of an award or industrial agreement;

(b) (i) is a member, officer or delegate of an association;

    (ii) is not a member, officer or delegate of an association;

or

(c) (i) proposes to become a member, officer or delegate of an association;

    (ii) proposes to cease to be a member, officer or delegate of an association.

Penalty: Division 9 fine.

(2) Where it is established in proceedings for an offence against subsection (1) that an employee has ceased work in the service of an employer, the onus is on the employee to establish that the employee did not act for a reason referred to in subsection (1).

Employers to keep certain records

29. Section 159 of the principal Act is amended—

(a) by inserting in subsection (1) "or industrial agreement" after "award", twice occurring;

(b) by striking out from subsection (3) "three" and substituting "six";

(c) by striking out subsection (4) and substituting the following subsections:

(4) An employer must—

(a)—

    (i) at the reasonable request of an employee—produce for inspection a record relating to the employee that is to be kept under this section;

or

    (ii) at the reasonable request of an Inspector—produce for inspection a record relating to any employee that is to be kept under this section;

and

(b) permit the employee or Inspector to take copies of, or extracts from, the record.

Penalty: Division 8 fine.

(4a) The right of an employee to inspect records under subsection (4) *(a)* (i) does not derogate from the operation of any relevant award or industrial agreement.;

(d) by inserting in subsection (6) "or industrial agreement" after "award", twice occurring;

and

(e) by inserting after subsection (6) the following subsection:

(7) Unless otherwise provided by an award or industrial agreement, where an employee is paid on an hourly basis, or on some other basis where the rate of pay varies according to the time worked, the employer must, at the time that the employer makes a payment of wages, provide the employee with a written record showing the following information:

(a) the number of hours worked by the employee during the period to which the payment relates (distinguishing between ordinary time and overtime);

and

(b) the rate of pay that has been applied in relation to the payment of the wages.

Penalty: Division 10 fine.

Person convicted may be ordered to make payments

30. Section 171 of the principal Act is amended by striking out from subsection (1) "three years" and substituting "six years".

Repeal of the Industrial Code

31. The *Industrial Code, 1967*, is repealed.

Revision of penalties

32. The principal Act is further amended as indicated in the schedule.

SCHEDULE

Provision Amended	How Amended
Section 17 (3)	Strike out "$500" Insert "Division 8 fine"
Section 27 (6)	Strike out "$2 000" Insert "Division 7 fine"
Section 28 (4)	Strike out "$500" Insert "Division 8 fine"
Section 50 (5)	Strike out "$500" Insert "Division 8 fine"
Section 52 (1)	Strike out "$2 000" Insert "Division 6 fine"
Section 52 (1a)	Strike out "$2 000" Insert "Division 6 fine"
Section 52 (2)	Strike out "$2 000" Insert "Division 6 fine"
Section 70 (2)	Strike out "$2 000" Insert "a division 6 fine"
Section 70 (3)	Strike out "$100" Insert "Division 11 fine"
Section 72 (2)	Strike out "$500" Insert "Division 8 fine"
Section 88 (8)	Strike out "$500" Insert "Division 8 fine"
Section 128 (4)	Strike out "$100" Insert "a division 11 fine"
Section 129 (1)	Strike out "$200" Insert "Division 9 fine"
Section 130 (1)	Strike out "200" Insert "Division 9 fine"
Section 135 (2)	Strike out "$500" Insert "Division 8 fine"
Section 144 (3)	Strike out "$500" Insert "Division 8 fine"
Section 154 (1)	Strike out "$500" Insert "a division 8 fine"
Section 154 (2)	Strike out "$500" Insert "a division 8 fine"
Section 154 (4)	Strike out "$2 000" Insert "Division 6 fine"
Section 159 (1)	Strike out "$500" Insert "Division 8 fine"
Section 159 (3)	Strike out "$500" Insert "Division 8 fine"
Section 159 (5)	Strike out "$200" Insert "Division 9 fine"
Section 160	Strike out "$500" Insert "Division 8 fine"
Section 161 (2)	Strike out "$200" Insert "Division 10 fine"
Section 162 (1)	Strike out "$500" Insert "Division 8 fine"
Section 163 (1)	Strike out "$200" Insert "Division 9 fine"
Section 164 (1)	Strike out "$500" Insert "Division 8 fine"
Section 164 (2)	Strike out "$500" Insert "Division 8 fine"
Section 166 (1)	Strike out "$500" Insert "Division 8 fine"

In the name and on behalf of Her Majesty, I hereby assent to this Bill.

D. B. DUNSTAN, Governor