

NATIVE LABOUR REGULATIONS. ^(1A)(1)

PART I.—PRELIMINARY.

1. These Regulations may be cited as the *Native Labour Regulations*. ⁽¹⁾ Short title.

2. These Regulations are divided into Parts, as follows:— Parts.

- Part I.—Preliminary.
- Part II.—Recruiting.
- Part III.—Contracts and General Conditions of Employment.
- Part IV.—Provisions relating to Wages.
- Part V.—Provisions relating to Health.
- Part VI.—Desertion.
- Part VII.—Transfer of Contracts.
- Part VIII.—Determination of Contracts and Provisions relating thereto.
- Part IX.—Non-indentured Labour.

(1A) These Regulations are repealed by the *Native Labour Ordinance* 1946 of the Territory of Papua-New Guinea. New *Native Labour Regulations* have now been made pursuant to that Ordinance.

(1) The *Native Labour Regulations* (made under the *Native Labour Ordinance* 1935-1939) comprise the original *Native Labour Regulations*, as amended by the other Regulations referred to in the following Table:—

REGULATIONS MADE BY THE ADMINISTRATOR IN COUNCIL.

Description and number and year.	Date on which made.	Date on which published in <i>N.G. Gaz.</i>	Date on which took effect and came into operation.
<i>Native Labour Regulations</i> (1936, No. 4)	18.2.1936	18.3.1936	1.6.1936 (<i>N.G. Gaz.</i> of 18.3.1936)
<i>Amending Regulations</i> (1936, No. 12)	7.5.1936	15.5.1936	1.6.1936 (<i>N.G. Gaz.</i> of 15.5.1936)
<i>Amending Regulations</i> (1936, No. 19)	25.6.1936	30.6.1936	30.6.1936 (<i>N.G. Gaz.</i> of 30.6.1936)
<i>Amending Regulations</i> (1936, No. 31)	23.10.1936	24.10.1936	24.10.1936 (<i>N.G. Gaz.</i> of 24.10.1936)
<i>Amending Regulation</i> (1937, No. 14)	19.5.1937	18.6.1937	18.6.1937 (<i>N.G. Gaz.</i> of 18.6.1937)
<i>Amending Regulations</i> (1937, No. 18)	7.9.1937	15.9.1937	15.9.1937 (<i>N.G. Gaz.</i> of 15.9.1937)
<i>Amending Regulation</i> (1938, No. 6)	28.6.1938	15.7.1938	15.7.1938 (<i>N.G. Gaz.</i> of 15.7.1938)
<i>Amending Regulations</i> (1939, No. 5)	5.4.1939	15.4.1939	15.4.1939 (<i>N.G. Gaz.</i> of 15.4.1939)
<i>Amending Regulation</i> (1939, No. 7)	9.6.1939	15.6.1939	15.6.1939 (<i>N.G. Gaz.</i> of 15.6.1939)
<i>Amending Regulation</i> (1940, No. 3)	3.1.1940	15.1.1940	15.1.1940 (<i>N.G. Gaz.</i> of 15.1.1940)
<i>Amending Regulations</i> (1940, No. 12)	5.6.1940	15.6.1940	15.6.1940 (<i>N.G. Gaz.</i> of 15.6.1940)
<i>Amending Regulation</i> (1941, No. 5)	12.6.1941	14.6.1941	14.6.1941 (<i>N.G. Gaz.</i> of 14.6.1941)

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Part X.—Removal of Natives from the Territory.

Part XI.—Native Labour Tax.

Part XII.—Miscellaneous.

Repeal.

3. All regulations made under the Ordinances repealed by section 4 of the *Native Labour Ordinance* 1935⁽²⁾ are repealed.

Definitions.

4.—(1.) In these Regulations, unless the contrary intention appears—

“edible native leaves” means the plants known in the Territory as native spinach, aibika, kola kola, a-upa, kumu, kasut, pit, ailu, or any other native leaf or shoot declared by the Director of Public Health by notice⁽³⁾ to be an edible native leaf;

“fresh fruit” means bananas, paw paw (papaia), mango, avocado pear, cucumber, pineapple, pomelo, or any other fresh fruit declared by the Director of Public Health by notice⁽⁴⁾ to be a fresh fruit;

“green vegetables” means green peas, string beans, tomatoes, or any other vegetables declared by the Director of Public Health by notice⁽⁵⁾ to be a green vegetable;

“Local Medical Authority” means the Local Medical Authority for a District under the *Public Health Ordinances* 1932;⁽⁶⁾

“Mission” includes any religious or charitable body carrying on work in the Territory whose principal object is religious or secular education;

“Ordinance” means the *Native Labour Ordinance* 1935⁽²⁾ as amended from time to time;

“overtime” means any time during which a labourer is required to work in excess of the prescribed working hours, and, except in the case of a labourer employed in mining operations, in or about any factory, in domestic service, as a member of the crew of a ship, as a dryer attendant, or in any occupation referred to in regulation 34 of these Regulations, includes any time during which a labourer is required to work between sunset and sunrise, on Saturdays after twelve o'clock noon, on Sundays, and on public holidays for labourers, but, in the case of a labourer employed in the loading or discharging of ship's cargo or in any other work specified by the Administrator by notice,⁽⁷⁾

Am. by 1937,
No. 18, r. 1;
sub. by 1939,
No. 5, r. 1.

(2) Now the *Native Labour Ordinance* 1935-1939.

(3) No notice has been published in *N.G. Gaz.*

(4) No notice has been published in *N.G. Gaz.*

(5) No notice has been published in *N.G. Gaz.*

(6) Now the *Public Health Ordinance* 1932-1938.

(7) No notice has been published in *N.G. Gaz.*

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does not include any time during which the labourer is required to work between sunset and sunrise, other than time in excess of the prescribed working hours or time on any Saturday after twelve o'clock noon, on any Sunday, or on any public holiday for labourers;

“public holiday for labourers” includes:—

Ad. by 1939,
No. 5, r. 1.

The first day of January;

The twenty-fifth day of April;

The twelfth day of September;

Christmas Day;

The day appointed to commemorate the anniversary of the birthday of the Sovereign;

The Monday next following any Sunday on which falls any of the five days last mentioned;

Good Friday; and

Such other days as the Administrator by proclamation⁽⁸⁾ appoints to be observed as public holidays for labourers.

(2.) Any reference in these Regulations to a form shall be read as a reference to a form in the First Schedule to these Regulations.

PART II.—RECRUITING.

5. An authority to an agent under section 12 of the Ordinance shall be in accordance with Form 1.

Authority to an agent under section 12 of Ordinance.

6. A native who is—

(a) employed as a teacher; or

(b) a pupil,

Teachers, &c., who may not be recruited or employed as servants.

in any Administration or Mission school may not be recruited or employed as a servant under the provisions of the Ordinance.

7. A licence shall be in accordance with Form 2.

Recruiter's licence.

8.—(1.) An application for a licence shall be in accordance with Form 3.

Application for recruiter's licence.

(2.) An applicant for a licence shall lodge with his application a guarantee in accordance with Form 4.

(3.) An applicant for a renewal of a licence shall lodge with his application a guarantee in accordance with Form 4A.

Sub-reg. (3) ad. by 1936, No. 31, r. 1.

(8) Proclamations of public holidays have been made from time to time. No such proclamation is still in force.

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Assistant
recruiter's
licence.

9. An assistant recruiter's licence shall be in accordance with Form 5.

PART III.—CONTRACTS AND GENERAL CONDITIONS OF EMPLOYMENT.

Employment of
natives other
than under
contract.

10. A native may be employed other than under a contract or other than as a servant—

- (a) for the purpose of carrying in the vicinity of his village;
- (b) where the native is a pupil of an Administration or Mission school, in work necessary for or incidental to the cleaning of the school and its grounds and, if the pupil is a boarder at the school, for the growing of food for the sustenance of the teachers and pupils of such school; and
- (c) as a pupil of an Administration or Mission school in agriculture, carpentry, plumbing, or any other trade, art, craft, or occupation in which he is being trained.

Contract.

11.—(1.) A contract shall be in accordance with Form 6.

(2.) The contract shall be made out in triplicate, and after execution the original copy shall be returned to and held by the employer.

Conditions of
employment of
plantation
labourers in
loading or
discharging
ship's cargo.

R. 11A ad. by
1936, No. 31,
r. 2.

11A. The conditions under which a labourer employed on a plantation may be employed in loading or discharging any ship's cargo at any port or place within the District in which the plantation on which he is employed is situated are as follows:—

- (a) That a medical officer or a medical assistant has certified on the contract of the labourer that the labourer is physically fit for heavy labour;
- (b) That a District Officer, a patrol officer, or a qualified officer has consented in writing to the employment of the labourer in loading or discharging ship's cargo;
- (c) That the employer shall, in addition to the wages payable under the contract of the labourer, pay to the labourer the sum of One shilling for each week or part of a week during which the labourer is employed in loading or discharging ship's cargo; and
- (d) That the employer shall issue to the labourer rations in accordance with the diet scale set out in the Second Schedule to these Regulations on each day during which he is employed for any period in loading or discharging ship's cargo:

Provided that a labourer employed on a plantation may be employed in loading or discharging any ship's cargo which is the produce of,

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or is intended for, the plantation at which the labourer loading or discharging the cargo is employed, if the labourer has attained full physical development.

12. A certificate of physical fitness under sub-section (2.) of section 38 of the Ordinance shall be in accordance with Form 7.

Certificate of physical fitness.

13.—(1.) An authority under section 40 of the Ordinance shall be in accordance with Form 8.

Employment of natives prior to physical examination.

(2.) Every authority under section 40 of the Ordinance shall be subject to the condition that the provisions of the Ordinance and these Regulations relating to the issue of clothes, rations, and other articles, housing, medical attention, working hours, and wages shall apply to labourers in respect of whom the authority is given during the period of the authority.

14. A guarantee under section 41 of the Ordinance shall be in accordance with Form 9 or Form 9A.

Guarantee under section 41 of Ordinance.

15.—(1.) Every employer shall issue to each of his labourers the following articles:—

Clothes, rations (other than food), and other articles to be issued.

(a) At the commencement of his contract—

(i) where the labourer is employed at an altitude—

- (1) not exceeding 2,000 feet, 1 blanket and a woollen guernsey or a flannel singlet;
- (2) exceeding 2,000 feet but not exceeding 5,000 feet, 2 blankets and a woollen guernsey or a flannel singlet; or
- (3) exceeding 5,000 feet, 3 blankets and 2 woollen guernseys or flannel singlets;

Para. (a) am. by 1936, No. 19, r. 1; 1937, No. 18, r. 2; and by 1939, No. 5, r. 2.

(ii) 1 bowl;

(iii) 1 spoon; and

(iv) 1 box or case capable of being locked and of a type approved by the Director or, with the approval of a District Officer, a rucksack kit-bag, or valise of a type approved by the Director;

(b) At the commencement of each year (other than the first year) of the term of his contract, the number of blankets and woollen guernseys or flannel singlets required to be issued under sub-paragraph (i) of the last preceding paragraph;

Para. (b) am. by 1936, No. 19, r. 1.

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(c) Weekly—

- (i) trade twist tobacco (26 sticks to 1 pound), 2 sticks;
- (ii) soap, 2 ounces; and
- (iii) matches, 1 box; and

(d) Monthly—

(i) clothes—

- (1) females, 1 blouse and 1 lava lava;
- (2) males, 1 lava lava:

Provided that, if the cloth issued for lava lavas or blouses is of a quality and texture equivalent to a sample supplied to, and approved by, the Director, the prescribed clothes may be issued bi-monthly instead of monthly; and

(ii) 1 pipe or a supply of paper for smoking.

(2.) The articles referred to in paragraph (a) of the last preceding sub-regulation shall be produced to the District Officer or the qualified officer before whom the contract is executed, or, with the consent of such District Officer or qualified officer, to another District Officer or qualified officer within three months after the execution of the contract, and an indorsement setting out that the articles have been issued shall be made on the contract by the District Officer or the qualified officer to whom the articles are produced.

Specifications
of articles.

16. The articles, other than the box, referred to in paragraphs (a) and (b) of sub-regulation (1.) of the last preceding regulation shall be of the following specifications:—

(a) Blankets, minimum weight 32 ounces, minimum breadth 48 inches, minimum length 72 inches;

(b) Bowl—

- (i) if made of enamel, minimum diameter 7 inches, minimum depth $2\frac{3}{4}$ inches, and minimum weight $6\frac{3}{4}$ ounces; or
- (ii) if made of aluminium, minimum diameter 7 inches and minimum depth $2\frac{3}{4}$ inches; and

(c) Spoon—

- (i) if made of aluminium, minimum length $8\frac{1}{2}$ inches; or
- (ii) if made of metal other than aluminium, minimum length $8\frac{1}{2}$ inches and minimum weight $1\frac{1}{2}$ ounces.

Para. (a)
sub. by 1940,
No. 3, r. 1.

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17. Where the District Officer administering a District so directs, labourers shall be provided with mosquito nets of a quality and type approved by the District Officer.

Mosquito nets.

18.—(1.) "Brus" in this regulation means tobacco in the leaf grown in the Territory and cured there.

Native-grown tobacco may be issued alternatively.

(2.) Instead of the tobacco required to be issued under regulation 15 of these Regulations, there may be issued weekly—

(a) at the request of the labourer, $1\frac{1}{4}$ ounces of brus; or

(b) at the option of the employer, half the tobacco required to be issued under regulation 15 of these Regulations and $\frac{2}{3}$ ounces of brus.

(3.) In any case in which a District Officer is of opinion that the brus issued by any employer to any labourer is not of good quality, he may inform the employer in writing of his opinion and prohibit the issue of any brus by the employer.

(4.) Where any employer disputes the opinion of a District Officer given under the last preceding sub-regulation, he may require the District Officer—

(a) to seal in his presence a package containing a sample of the brus in question attached to a label bearing the employer's name and address and stamped, for the purpose of identification, with the stamp of the District Office; and

(b) to forward the sealed package to the Director of Agriculture.

(5.) The Director of Agriculture, upon the receipt of the sealed package referred to in the last preceding sub-regulation, shall finally determine the question whether or not the brus is of good quality and forward his opinion in writing to the District Officer and the employer.

(6.) For the purposes of this regulation, brus shall not be deemed to be of good quality unless it is evenly coloured and free from green markings.

19. Where a labourer is accompanied by his wife or his wife and family, the employer shall issue free of charge—

Rations, &c., for wife and family accompanying labourer.

(a) to the wife, clothes, rations, and other articles as prescribed for a labourer other than a labourer employed in heavy labour or a skilled labourer; and

(b) to each member of the family of the labourer under fourteen years of age, half the food rations prescribed for a labourer other than a labourer employed in heavy labour or a skilled labourer and a blanket.

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Clothes, rations,
&c., to be of
good quality
and condition.

20. All clothes, rations, and other articles issued in accordance with the provisions of these Regulations shall be of good quality and condition.

Penalty : Ten pounds.

Rations.

21. Every employer shall issue to his labourers daily or as otherwise prescribed in the Second or Third Schedules to these Regulations the following rations:—

- (a) To labourers employed in heavy labour, rations in accordance with the diet scale set out in the Second Schedule to these Regulations;
- (b) To all other labourers, except skilled labourers, rations in accordance with one of the diet scales set out in the Third Schedule to these Regulations; and
- (c) To skilled labourers, rations in accordance with one of the diet scales set out in the Third Schedule to these Regulations except that item No. 4 in the Second Schedule to these Regulations shall be issued in lieu of item No. 3 in the diet scales in the Third Schedule to these Regulations.

Special
provisions as to
certain rations.

22.—(1.) Salt may be distributed weekly or may be mixed with food that may be cooked.

(2.) The following foodstuffs or any of them shall not be issued to any labourer on more than fourteen days in any period of twenty-eight days:—

- (a) Kau kau (ipomea batatas);
- (b) Native tapioca (manihot utilissima); and
- (c) Dried native sago (starchy extract of metroxylon).

Rations
may be withheld
where labourer
in hospital.

23. Where a labourer is a patient in a hospital, any of the rations required to be issued under these Regulations may, by the direction of a medical practitioner, a medical assistant, or the person in charge of the hospital, be withheld, if in the opinion of the medical practitioner, the medical assistant, or the person in charge of the hospital it is advisable to withhold them for medical reasons.

Cooking
arrangements.

24. Where—

- (a) less than twenty labourers are employed, a cook need not be provided;
- (b) twenty labourers or more, but not more than forty labourers, are employed, one cook shall be provided;
- (c) more than forty labourers are employed, one additional cook shall be provided for every additional forty labourers or for any additional number of natives less than forty.

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Housing
arrangements.

25.—(1.) Houses shall be provided for labourers and servants and shall—

- (a) be weatherproof;
- (b) be of dimensions to allow each occupant two hundred and fifty cubic feet of space, with seven feet by three feet of sleeping space;
- (c) have roofs and sides of—
 - (i) iron;
 - (ii) fibro-cement;
 - (iii) weather boards; or
 - (iv) impervious wall-boards:

Provided that the Director may by notice⁽⁹⁾ approve of the roofs or sides being constructed of native or other material in any area other than a town for the period and subject to the conditions set out in the notice;

- (d) have floors constructed either of cement or of some sawn or adzed or approved bush timber of even surface:

Provided that, where timber is used for flooring, the floors shall be on piles and at least three feet off the ground:

Provided further that, where cement is used for flooring, there shall be a system of drainage approved by a District Officer or a patrol officer:

Provided also that, in cases where a District Officer or a patrol officer is of opinion that it would not be reasonable to require floors to be so constructed, he may, in writing (a copy of which shall be forwarded by the District Officer or the patrol officer to the District Officer administering the District), approve of floors constructed of such materials and in such a manner as he considers reasonable in the circumstances;

- (e) be so constructed as to allow of through ventilation for a distance of not less than six inches from the top-plate downwards;

(9) Pursuant to Reg. 25(1)(e), the Director of District Services and Native Affairs, by the notices particulars of which are set out in the following Table, approved of the "roofs and sides of houses provided for labourers or servants being constructed of native or other material in any area other than a town" for the periods shown in the Table "subject to the conditions that such material is rainproof and windproof and is approved in writing by a District Officer or a patrol officer".

Date on which notice made.	Date on which published in <i>N.G. Gaz.</i>	Period for which approved.
1. 8. 1937	21. 8. 1937	Two years from the date of this notice
1. 4. 1940	15. 4. 1940	One year from the date of this notice
1. 4. 1941	16. 4. 1941	One year from the date of this notice

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- (f) have not more than one tier of beds; and
- (g) be approved in writing by a District Officer or a patrol officer.

(2.) Those regulations of the Building Regulations specifically made applicable to buildings for the houses of labourers shall apply to houses for labourers and servants.

Inspection of houses occupied by labourers or servants.

26. Every house occupied by a labourer or a servant shall be inspected weekly by the employer or a person other than a native on his behalf, except on plantations on which the employer or a person employed by him, other than a native, does not reside.

Married quarters.

27. Subject to the provisions of sub-section (3.) of section 52 of the Ordinance, the house of a married labourer or servant who is living with his wife shall be in accordance with regulation 25 of these Regulations.

Care of houses occupied by labourers or servants.

28. Every labourer and every servant shall keep the house assigned to him in a clean and wholesome state, and shall remove, within a reasonable time after being required to do so by his employer, any nuisance accumulated, or placed, in the immediate neighbourhood of the house.

Penalty: Ten shillings.

Beds.

29. An employer shall provide for each of his labourers and for each of his servants residing on the employer's premises a bed—

- (a) 6 feet long, 2 feet 6 inches wide, made of suitable timber of even surface, built at least 9 inches off the floor, and so constructed as to permit of its being taken out of the building and washed; or
- (b) approved in writing by a medical officer or a District Officer.

Working hours.

30. Subject to the provisions of the Ordinance and these Regulations—

- (a) a labourer shall not be required to work more than ten hours on any week day other than a Saturday, or more than five hours on a Saturday, or more than fifty-five hours in any one week, such periods to include time taken by the labourer in proceeding from his quarters to his work and in returning from his work to his quarters;
- (b) a labourer shall not be required to work between sunset and sunrise or on Saturdays after twelve o'clock noon, Sundays, or any public holiday for labourers:

Para. (b) am. by 1937, No. 18, r. 3, and by 1939, No. 5, r. 3.

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Provided that this paragraph shall not apply to labourers employed in the loading or discharging of ship's cargo or in any other work specified by the Administrator by notice;

- (c) during each day's work as aforesaid, labourers shall be allowed a period of one and a half hours for meals and rest, such period not to be included in the working hours; and
- (d) the period of one and a half hours for meals and rest shall be allowed after not more than five hours' work:

Provided that in places other than the port of Rabaul the District Officer may in the case of labourers engaged in the loading and discharging of ship's cargo determine the manner in which such period shall be allotted during the working hours.

31.—(1.) Where labourers are employed in mining operations either above or below the surface of the ground their employers shall ensure the observance of the following conditions:—

Conditions for
mining work.

- (a) A labourer shall not, in any period of twenty-four hours, be required to work for more than one shift, and a shift shall not exceed eight hours;
 - (b) (i) Not more than two hours before the commencement of any shift, every labourer who is to work in that shift shall be provided with a hot meal consisting partly of a meat ration;
 - (ii) At the expiration of four hours from the commencement of any shift, every labourer working in that shift shall be given a rest period of at least half an hour, and during the rest period he shall be provided with a meal comprising rice, native foodstuff, or two biscuits and hot tea, coffee, or soup, and the labourer shall be entitled to this meal in addition to the rations prescribed by these Regulations;
 - (iii) Not more than two hours after the completion of any shift, every labourer working in that shift shall be provided with a hot meal;
 - (iv) The person in charge of the labourers shall ensure that each labourer receives the meals prescribed by the last three preceding subparagraphs;
- (c) A labourer shall not be required to work between the hours of six p.m. and six a.m. unless the permission in writing

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of a District Officer, a Warden, or an inspector of mines to employ labourers on a mine specified in the permit between the hours of six p.m. and six a.m. is first obtained;

- (d) In every period of seven days a labourer shall be given a rest period of at least twenty-four hours;
- (e) Where more than one shift is usually worked each day, a labourer shall not be required to work on the same shift for more than six consecutive days; and
- (f) (i) Where a District Officer, a Warden, or an inspector of mines so orders, an employer shall provide a labourer with two woollen guernseys, one oilskin coat, and one sou'wester of a quality to be approved by the District Officer, the Warden, or the inspector of mines;
- (ii) The articles mentioned in the last preceding subparagraph shall be in addition to any other articles prescribed by these Regulations.

(2.) Notwithstanding anything to the contrary contained in this regulation, a person shall not be liable for a breach of this regulation where the employment of a labourer in excess of the number of hours referred to in this regulation or continuously at any time or during any period is certified by an inspector of mines to be, or to have been, in some—

- (a) process which is necessarily continuous;
- (b) operation necessary for the safety of the mine; or
- (c) emergency or special circumstance which justifies the employment.

Mines and Works Regulation Ordinance 1935.

32. The provisions of the last preceding regulation and of any of these Regulations relating to the employment of natives in any mine or in any "works" as that term is defined in the *Mines and Works Regulation Ordinance 1935*⁽¹⁰⁾ shall be in addition to and not in substitution for any provisions of the *Mines and Works Regulation Ordinance 1935*⁽¹⁰⁾ and the Regulations made under that Ordinance.

Conditions of work in factories.

33. Where labourers are employed in or about any factory, their employers shall ensure the observance of the following conditions:—

- (a) A labourer shall not be required to work more than ten hours in any period of twenty-four hours or more than fifty hours in any one week;
- (b) Every labourer shall in every twenty-four hours be given, in addition to the rest periods hereinafter provided, a rest period of ten hours;

(10) Now the *Mines and Works Regulation Ordinance 1935-1941.*

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- (c) (i) Where a labourer is engaged in a shift the hours of which exceed eight, he shall at the expiration of five hours from the commencement of the shift be given a rest period of not less than one hour;
- (ii) Where the hours of his shift exceed five but do not exceed eight, a labourer shall at the expiration of half the shift be given a rest period of not less than half an hour;
- (d) Where more than one shift is usually worked each day, a labourer shall not be required to work on the same shift for more than six consecutive days;
- (e) In every period of seven days a labourer shall be given a rest period of at least twenty-four hours; and
- (f) For the purpose of washing themselves and changing their clothes, labourers shall be provided with such accommodation at or near the factory as to a District Officer appears satisfactory.

34. A labourer employed—

- (a) as an engine attendant;
- (b) as a motor car driver;
- (c) as a telephone attendant; or
- (d) by or attached to the Department of Public Health,

Conditions of work in certain occupations.

shall not be required to work more than ten hours in any period of twenty-four hours or more than fifty hours in any one week, and shall be allowed—

- (e) a period of one and a half hours for meals and rest after not more than five hours' work; and
- (f) in every period of seven days, a rest period of at least twenty-four hours.

34A. A labourer employed as a dryer attendant shall not be required to work more than ten hours in any period of twenty-four hours or more than sixty hours in any one week, and shall be allowed, in every period of seven days, a rest period of at least twenty-four hours.

Conditions of work for dryer attendants.
Ad. by 1936,
No. 19, r. 2.

35. Regulations 30, 36, 37, 38, 39, and 40 of these Regulations shall not apply to a labourer employed in mining operations, in or about any factory, in domestic service, as a member of the crew of a ship, or in any occupation referred to in the last two preceding regulations.

Non-application of certain regulations.
Am. by 1936,
No. 19, r. 3,
and by 1936,
No. 31, r. 3.

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Overtime.
R. 36 sub. by
1939, No. 5,
r. 4.

36.—(1.) Subject to these Regulations, an employer may work his labourers overtime.

(2.) An employer intending to work his labourers overtime in any District shall, whenever possible, first notify a District Officer of his intention to do so.

(3.) If in the opinion of the District Officer the overtime, of which notice is given under the last preceding sub-regulation, may entail hardship to the labourers, he may by notice in writing to the employer prohibit the working of the overtime.

Maximum
period of
overtime.

37. Except as prescribed, an employer may not work his labourers overtime for a period exceeding four hours in any period of twenty-four hours.

Rest period.

38. Between the completion of working hours (including overtime) on any one day and the commencement of working hours on the next day, a rest period of at least ten hours shall be allowed to every labourer, and the rest period shall not include the time taken by the labourer in proceeding from his work to his quarters and in returning from his quarters to his work.

Payment for
overtime.

Am. by 1939,
No. 5, r. 5.

39. Labourers required to work overtime shall—

(a) if employed in heavy labour, be paid at the rate of Four pence for each hour or portion of an hour of the overtime; or

(b) if employed in labour other than heavy labour, be paid at the rate of Three pence for each hour or portion of an hour of the overtime:

Provided that labourers, other than labourers employed permanently or temporarily in the loading or discharging of ship's cargo, may, at the option of the employer, instead of payment, be allowed time off during working hours equivalent to the period of the overtime worked.

Restriction on
overtime in
certain ports.

40. In the ports of Rabaul, Kavieng, Madang, Salamaua, Lae, Kieta, Lorengau, Tumleo, Seleo, and Wewak, labourers shall not be required to work overtime in the loading or discharging of ship's cargo, unless the consent in writing of a District Officer is first obtained.

Overtime
Register.

41. All employers of labourers engaged in heavy labour shall keep a register to be called "Overtime Register" wherein they shall record the particulars set out in Form 10.

Prescribed
officers for
industrial
purposes.

42. A prescribed officer for the purpose of section 49 of the Ordinance shall be the Director of Public Works, a Warden, and an inspector of mines.

Native Labour Regulations.

43. The yearly return under section 56 of the Ordinance shall be in accordance with Form 11. Yearly returns.

PART IV.—PROVISIONS RELATING TO WAGES.

44.—(1.) Within one month after each payment of current wages to a labourer, the person making the payment shall indorse on the contract a record of the date of payment and the amount paid. Indorsement of payment of current wages.

(2.) The record of the payment of current wages shall be signed by the person making the payment.

45. A guarantee under section 60 of the Ordinance shall be in accordance with Form 12. Guarantee under section 60 of Ordinance.

PART V.—PROVISIONS RELATING TO HEALTH.

45A.—(1.) For the purposes of this Part, unless the contrary intention appears, an employer of a labourer shall be deemed to be the employer of any wife, child, or other dependant of the labourer residing with the labourer at the place of employment. Interpretation, &c.
R. 45A ad. by 1937, No. 18, r. 4.

(2.) Any exemption under this Part may be partial or granted subject to conditions and may be revoked or varied by the person authorized to grant the exemption.

46.—(1.) Unless previously exempted in writing by the Director of Public Health or an officer of the Public Service thereto authorized by him in writing, every employer who employs: Medical services required of employers.
Sub-reg. (1) am. by 1937, No. 18, r. 5.

(a) fifty labourers or servants or more but less than four hundred labourers or servants, shall employ a person approved by the Director of Public Health as qualified to render first aid;

(b) four hundred labourers or servants or more but less than eight hundred labourers or servants, shall employ—

(i) a medical practitioner; or

(ii) a person having the same qualifications as a medical assistant, and approved by the Director of Public Health, whose sole duty shall be the medical care of the labourers;

(c) eight hundred labourers or servants or more, shall employ a medical practitioner in addition to such a person as is referred to in sub-paragraph (ii) of the last preceding paragraph.

NATIVES—

Sub-reg. (2)
omitted by
1937, No. 18,
r. 5.

* * * * *

Return showing
medical services
provided.

47. Every employer who provides medical services under the last preceding regulation shall, in the month of January in every year, furnish, in duplicate, to the Director of Public Health a return showing the names of all persons (other than medical practitioners) employed by him to render medical attention to labourers, and the places where they were employed, during the previous twelve months.

Return showing
injuries, diseases
and deaths.

Sub. by 1937,
No. 18, r. 6.

48. Unless previously exempted in writing by the Director of Public Health, every employer who employs more than ten labourers or servants shall, within fourteen days after the last day of the months of March, June, September, and December in every year, furnish to the Local Medical Authority a return, in respect of each place or area where any of the labourers or servants are employed, showing injuries to or diseases contracted by or affecting, and the deaths of, the labourers and servants and their families, during the three months ended on such day, in accordance with Form 13.

Record of
medicinal
treatment to
labourers on
plantations.

Sub-reg. (1)
sub. by 1937,
No. 18, r. 7.

49.—(1.) Unless previously exempted in writing by the Director of Public Health, every employer who employs more than ten labourers or servants shall, whenever he gives surgical, medical, or other like treatment to a labourer or servant, enter particulars thereof in a register to be kept by him, in accordance with Form 14.

(2.) The register kept under the last preceding sub-regulation shall be produced for inspection by a District Officer, a medical officer, a patrol officer, or a medical assistant at all reasonable times.

Administration
native hospital
charges.

Am. by 1940,
No. 12, r. 1.

50. The charges for labourers and servants, and the families of labourers and servants if living with them away from their homes, admitted to an Administration native hospital shall be—

- (a) for in-patients, Two shillings per day, which charge shall include hospital fees, food, medical attention, and medicine; and
- (b) for out-patients, Six pence for each attendance:

Proviso ad. by
1936, No. 12,
r. 1.

Provided that no charge shall be made under this regulation in the case of a native suffering from an "infectious disease" as that term is defined in the *Infectious Diseases Regulations*.

Native hospitals
to be provided.

51. Every employer shall provide for the treatment of his labourers, servants, and their families if living with them away from their homes, who may require medical aid—

- (a) if he employs less than fifty labourers or servants, and at a place where there is not easy access to a hospital, a suitable, well-ventilated building as a sick ward; or

Native Labour Regulations.

- (b) if he employs fifty labourers or servants or more, a building approved by a medical officer or a medical assistant, or, in their absence, a District Officer, as being suitable for use as a hospital:

Provided that the building shall—

- (i) be so constructed as to provide separate accommodation for—
- (1) male in-patients;
 - (2) female in-patients; and
 - (3) out-patients;
- (ii) have a sawn-timber or cement floor;
- (iii) have beds installed in it sufficient to accommodate seven labourers or servants or one-tenth of the number of labourers employed, whichever is the greater; and
- (iv) be of dimensions to allow five hundred cubic feet of space per bed.

52. Every employer of labourers or servants on any ship or at any place where there is not easy access to an Administration native hospital or other hospital approved by the Director of Public Health shall keep available on such ships or at such place for their use when necessary an ample supply of the drugs, dressings, and other articles set out in the Fourth Schedule to these Regulations.

Drugs, &c., to be kept.
Am. by 1937,
No. 18, r. 8.

53. In areas to which the *Public Health (General Sanitation) Regulations* do not apply, every employer shall provide latrines of a type approved by the Local Medical Authority.

Provision of latrines in certain areas.

54. A medical officer or a medical assistant may order any labourer or any servant to receive inoculation, vaccination, or any other treatment in respect of any disease, and any labourer or any servant who fails to attend for the purpose of receiving, or refuses to receive, the treatment ordered shall be guilty of an offence.

Inoculations and vaccinations.

Penalty: One pound.

PART VI.—DESERTION.

55. The report of desertion under section 68 of the Ordinance shall be in accordance with Form 15.

Report of desertion.

56. The District Officer administering a District shall, in the month of July in every year, furnish to the Director a return showing the number of labourers employed in the District who have deserted.

Report by District Officer to Director.

NATIVES—

PART VII.—TRANSFER OF CONTRACTS.

Guarantee before consent to transfer.

57. A guarantee under section 79 of the Ordinance shall be in accordance with Form 9 or Form 9B.

PART VIII.—DETERMINATION OF CONTRACTS AND PROVISIONS RELATING THERETO.

Signing off labourers.

58. A return under sub-section (4.) of section 86 of the Ordinance shall be in accordance with Form 16.

Manner in which copies of return under sub-section (4.) of section 86 of Ordinance shall be disposed of.

59. After the District Officer or the qualified officer has certified upon all copies of the return referred to in the last preceding regulation the date and fact of the payment of the amount due to the labourer, the original copy shall be returned to, and held by, the employer and three copies shall be retained by the District Officer or the qualified officer.

Delay in returning home labourer.

60. A notification under sub-section (3.) of section 88 of the Ordinance shall be in accordance with Form 17.

Exemption of native under sub-section (2.) of section 89 of Ordinance.

61. The District Officer administering a District shall, in the month of January in every year, furnish a return to the Director in accordance with Form 18 showing the labourers exempted by him from the provisions of sub-section (2.) of section 89 of the Ordinance.

Notification of death of native by employer.

62. The notification of the death of a native under sub-section (1.) of section 91 of the Ordinance shall be in accordance with Form 19.

Particulars to be forwarded under sub-section (5.) of section 91 of Ordinance.

63. The particulars to be forwarded under sub-section (5.) of section 91 of the Ordinance shall be the particulars set out in Form 19.

PART IX.—NON-INDENTURED LABOUR.

Natives who may be employed as servants.

64. The prescribed distance for the purpose of section 93 of the Ordinance shall be twenty-five miles.

Working hours of servants.

65. The working hours of servants shall be those prescribed for labourers employed in the same kind of work.

Register of servants.

66.—(1.) The particulars to be entered in the Servants' Register under sub-section (1.) of section 95 of the Ordinance shall be in accordance with Form 20.

(2.) The return of servants under sub-section (2.) of section 95 of the Ordinance shall be in accordance with, and show the particulars set out in, Form 21.

PART X.—REMOVAL OF NATIVES FROM THE TERRITORY.

Permits to remove native seamen from Territory.

67. A permit under section 99 of the Ordinance shall be in accordance with Form 22.

Native Labour Regulations.

68. A guarantee under sub-section (4.) of section 99 of the Ordinance shall be in accordance with Form 23, with at least one surety in the sum of Fifty pounds.

Guarantee under sub-section (4.) of section 99 of Ordinance.

69. A permit under section 100 of the Ordinance shall be in accordance with Form 24.

Permit to remove natives from Territory for educational purposes, &c.

70. A guarantee under sub-section (3.) of section 100 of the Ordinance shall be in accordance with Form 25.

Guarantee under sub-section (3.) of section 100 of Ordinance.

PART XI.—NATIVE LABOUR TAX.

71.—(1.) Subject to the Ordinance, for each labourer employed under the Ordinance or any repealed Ordinance relating to native labour, his employer shall pay as Native Labour Tax the sum of One shilling for every month of service by the labourer:

Native Labour Tax.

Sub-reg. (1) am. by 1936, No. 12, r. 2; 1937, No. 14, r. 1; 1938, No. 6, r. 1; 1939, No. 7, r. 1; 1940, No. 12, r. 2; and by 1941, No. 5, r. 1.

Provided that Native Labour Tax shall not be payable in respect of any labourer for the period between the first day of August, One thousand nine hundred and thirty-five and the thirtieth day of June, One thousand nine hundred and forty-two, both inclusive.

(2.) Native Labour Tax shall be paid—

- (a) when the labourer is signed off on the determination of his contract; or
- (b) in the event of the death or desertion of a labourer, when the wages due under his contract are paid.

PART XII.—MISCELLANEOUS.

72.—(1.) The fees for perusing and approving recruiting papers, mustering recruited labourers, and witnessing the signatures on contracts shall be Seven shillings for each labourer:

Fees.

Provided that if the term of the contract is one year or less, the fee shall be Four shillings for each labourer.

(2.) The fee for the consent of a District Officer or a qualified officer under sections 35, 36, or 37 of the Ordinance shall be Two shillings.

(3.) The fee for consent to the transfer of a contract shall be Two shillings.

(4.) The fee for the preparation by a District Officer or a qualified officer of an original or a copy of any document required under the Ordinance shall be Two shillings for each original or copy.

73. Any person who contravenes any provision of these Regulations shall be guilty of an offence, and shall, where no other penalty is provided, be liable to a fine not exceeding Fifty pounds.

Penalties.

NATIVES—

THE FIRST SCHEDULE.

Reg. 5.

FORM 1.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

AUTHORITY TO AGENT TO RECRUIT NATIVES.

I, _____ of _____ in the Territory
of New Guinea, _____, do hereby appoint _____
of _____ in the said Territory
my agent to recruit ^(a) _____
natives to come into my employment upon the execution of contracts directly
consequent upon the recruiting of the natives, and for that purpose I authorize
the said _____ to sign contracts on my behalf with any
natives so recruited in accordance with the provisions of the *Native Labour
Ordinance 1935* and to do all matters and things which may be necessary or
incidental to the recruiting and employment of the natives.

Dated at _____ this _____ day of _____, 19 _____.

Signed by the said }
in the presence of: } Principal.

Registered at _____ this _____ day of _____, 19 _____.

District Officer.

(a) State number of natives.

Reg. 7.

FORM 2.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

RECRUITER'S LICENCE.

^(a) _____ of _____ is hereby licensed to recruit
natives subject to the provisions of the *Native Labour Ordinance 1935*, and the
conditions indorsed hereon.

Issued at _____ this _____ day of _____, 19 _____.

Expires the 30th day of June, 19 _____.

Fee paid.

Director or District Officer Administering
the District of _____

Renewed the _____ day of _____, 19 _____.

Expires the 30th day of June, 19 _____.

District Officer.

(a) If issued by District Officer, insert the words "with the consent of the Director".

Native Labour Regulations.

Reg. 8(1).

FORM 3.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

APPLICATION FOR A RECRUITER'S LICENCE.

I, _____ of _____ in the Territory of New Guinea, _____, hereby make application for the issue to me of a Recruiter's Licence for the _____ ending the 30th day of June, 19____, subject to the provisions of the *Native Labour Ordinance 1935* and to such conditions as the Director thinks fit.

Place of birth:

Nationality :

Sex:

Age:

Previous experience with natives:

The guarantee required under sub-section (4.) of section 24 of the *Native Labour Ordinance 1935* accompanies this application.

Dated at _____ this _____ day of _____, 19____.

Applicant.

To the District Officer at _____

Reg. 8(2).

FORM 4.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

GUARANTEE.

WHEREAS _____ of _____ in the Territory of New Guinea has applied for a Recruiter's Licence under section 24 of the *Native Labour Ordinance 1935*:

NOW THEREFORE I, _____ of _____ in the said Territory, do hereby bind myself to the Administration of the said Territory in the sum of Fifty pounds (£50) as security for the due observance by the said _____, and by his representatives, of the provisions of the *Native Labour Ordinance 1935* and of the conditions subject to which the licence is issued. And I declare that the non-observance by the said _____, or by any of his representatives, of any of the aforesaid provisions or conditions shall be deemed to be a breach of this guarantee. And I declare that this guarantee shall apply to and cover the whole of the period during which any licence issued in consequence of the application above referred to shall continue in force, but shall not cover any renewal thereof.

Dated at _____ this _____ day of _____, 19____.

Guarantor.

Witness to signature of guarantor:

NATIVES—

Ad. by 1936,
No. 31, r. 4.

Reg 8(3.).

FORM 4A.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935-1936.

GUARANTEE.

WHEREAS, by application dated the _____ day of _____, 19____, of _____ in the Territory of New Guinea has applied for the renewal of the Recruiter's Licence held by him and issued on the _____ day of _____, 19____ :

NOW THEREFORE I, _____ of _____ in the said Territory, do hereby bind myself to the Administration of the said Territory in the sum of Fifty pounds (£50) as security for the due observance by the said _____, and by his representatives, of the provisions of the *Native Labour Ordinance 1935-1936* and of the conditions subject to which the said licence was issued. And I declare that the non-observance by the said _____, or by any of his representatives, of any of the afore-said provisions or conditions shall be deemed to be a breach of this guarantee. And I declare that this guarantee shall apply to and cover the whole of the period for which the said licence is renewed in consequence of the application above referred to.

Dated at _____ this _____ day of _____, 19____.

Guarantor.

Witness to signature of guarantor:

Reg. 9.

FORM 5.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

ASSISTANT RECRUITER'S LICENCE.

_____ of _____ being in the employ of _____, contract of service No. _____, is hereby licensed as an assistant recruiter subject to the provisions of the *Native Labour Ordinance 1935*.

Issued at _____ this _____ day of _____, 19____.

Expires the 30th day of June, 19____.

Fee paid.

District Officer.

Native Labour Regulations.

Reg. 11.

FORM 6.

TERRITORY OF NEW GUINEA.
Native Labour Ordinance 1935.
CONTRACT OF SERVICE.

Fee paid—amount:

Contract of service No.

Receipt No.

Sex and age.	Native's name.	Village, Sub-District, and District.		Name of Luluai.
Term of contract of service.	Rate of wages per month.	Occupation.	Ship, plantation, town, or other place of employment.	Name of wife; number and age of children, if any, accompanying.
From , 19	Current.			
To , 19	Deferred.			
years	s. d.	s. d.		

Date recruited:	Place recruited:	
Name of interpreter:	Village:	
Previous employer:	Contract No.:	Date of expiry:
Next of kin of labourer:	Relationship:	Place of dwelling:

We, _____ of _____ as employer and _____ of _____ as labourer, hereby agree that the labourer shall serve the employer in accordance with the above particulars and under the provisions of the *Native Labour Ordinance 1935*.

Signed on behalf of the employer at _____, 19____ day of _____, this

Signature of recruiter: _____ Licence No. _____

Address of recruiter: _____

Signed at _____ this _____ day of _____, 19____
by the labourer by making his mark after he has understood and assented to the above. } His mark

NATIVES—

Witness to all above signatures:

District Officer.

Remarks *re* death, transfer, desertion, imprisonment, &c.:

Contract of service No.

Name:

Wages per month: Current

; deferred

Guarantee number:

Exemption number:

Wages paid to credit of Private Employer's Deferred Pay Trust Fund: £

Issued with blanket, bowl, spoon, and box or case.

Other issues:

Receipt No. Date:

District Officer.

Date:

Date.	Amount Paid. £ s. d.	In whose presence.	Date.	Amount Paid. £ s. d.	In whose presence.

Amount of Native Labour Tax:

Total wages earned: months at s. per month, £ s. d.

Payments as above:

Receipt No.

Amount due to the labourer on completion of contract: £

The native , 19 appeared before me this day of and was paid the sum of £ .
I certify the correctness of his/her account as set out above.

District Officer.

Date:

Reg. 12.

FORM 7.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

MEDICAL CERTIFICATE.

I certify that I have examined the native and certify him to be mentally and physically fit.

Signing on.

Signing off.

Signature:

Signature:

Date:

Date:

No medical officer available.

No medical officer available.

Native Labour Regulations.

Reg. 13.

FORM 8.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

AUTHORITY TO EMPLOY LABOURERS PRIOR TO CONTRACT.

Subject to the prescribed conditions, of _____ in the Territory of New Guinea is hereby authorized to employ the labourers specified in the schedule hereto before the provisions of section 38 of the *Native Labour Ordinance 1935* have been complied with until such time, not exceeding six months from the date hereof, as compliance becomes practicable.

Schedule.

Issued at _____ this _____ day of _____, 19 _____
 District Officer.

Regs. 14 and 57.

FORM 9.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

GUARANTEE.

WHEREAS ^(a) _____ of ^(b) _____ in the Territory of New Guinea is desirous of employing a number of natives under contracts of service entered into or to be entered into by him and/or transferred or to be transferred to him under the provisions of the *Native Labour Ordinance 1935*:

NOW THEREFORE I, ^(c) _____ of ^(d) _____ in the said Territory, do hereby bind myself to the Administration of the said Territory in the sum of ^(e) _____ as security for the due observance by the said ^(c) _____, and by his representatives, of the conditions of the contracts particulars of which, now or at any time within a period of ^(f) _____ from the date of this guarantee, are indorsed hereon opposite the signature of the District Officer or the qualified officer who sanctions the said contracts or consents to the transfer of the said contracts, and of the provisions of the *Native Labour Ordinance 1935* in so far as such provisions govern the relations between the said ^(c) _____ and the natives whose names, now or at any time within a period of ^(f) _____ from the date of this guarantee, are indorsed hereon. And I declare that the non-observance by the said ^(c) _____, or by any of his representatives, of any of the aforesaid matters shall be deemed to be a breach of this guarantee.

Provided that this guarantee shall not apply to the case of any native other than natives not exceeding ^(g) _____ in number the particulars of whose contracts have been first indorsed hereon.

Dated at _____ this _____ day of _____, 19 _____
 Guarantor.

Witness to signature of guarantor:

- (a) Name of employer.
- (b) Address of employer.
- (c) Name of guarantor.
- (d) Address of guarantor.
- (e) Sum guaranteed.
- (f) Time.
- (g) Number of natives intended to be covered by guarantee.

[Indorsement]

Particulars of the Contracts to which this Guarantee Refers.

Contract No.	Natives.		Period.		Signature (and date of signing) of the officer who sanctions the contract or consents to the transfer of the contract.
	Name.	Place.	From.	To.	

NATIVES—

Reg. 14.

FORM 9A. (11)

TERRITORY OF NEW GUINEA.
Native Labour Ordinance 1935.
GUARANTEE.

WHEREAS of in the Territory of New Guinea is desirous of employing the native[s] whose name[s] and the particulars of whose contract[s] are indorsed hereon:

NOW THEREFORE I, of in the said Territory, do hereby bind myself to the Administration of the said Territory in the sum of as security for the due observance by the said , and by his representatives, of the conditions of such contract[s] and of the provisions of the Native Labour Ordinance 1935 in so far as such provisions govern the relations between the said and the said native[s]. And I declare that the non-observance by the said , or by any of his representatives, of any of the aforesaid matters shall be deemed to be a breach of this guarantee.

Dated at this day of , 19 .
Witness to signature of guarantor:

Guarantor.

[Indorsement.]

Particulars of the Contracts to which this Guarantee Refers.

Contract No.	Natives.		Period.		Signature (and date of signing) of the officer who sanctions the contract.
	Name.	Place.	From.	To.	

Reg. 57.

FORM 9B. (11)

TERRITORY OF NEW GUINEA.
Native Labour Ordinance 1935.
GUARANTEE.

WHEREAS, on the day of , 19 , a contract of service was [or contracts of service were] entered into between of and a certain native [or certain natives] named therein, being contract of service No. [or contracts of service Nos.]:

AND WHEREAS, subject to the consent of a District Officer or a qualified officer, the said contract[s] of service has have been transferred from the said to of :

NOW THEREFORE I, of , do hereby bind myself to the Administration of the said Territory in the sum of as security for the due observance by the said , and by his representatives, of the conditions of such contract[s], and of the provisions of the Native Labour Ordinance 1935 in so far as such provisions govern the relations between the said and the said native[s]. And I declare that the non-observance by the said , or by any of his representatives, of any of the aforesaid matters shall be deemed to be a breach of this guarantee.

Dated at this day of , 19 .
Witness to signature of guarantor:

Guarantor.

(11) Forms 9A and 9B were in the Native Labour Regulations as originally gazetted.

Native Labour Regulations.

Reg. 41.

FORM 10.

TERRITORY OF NEW GUINEA.
Native Labour Ordinance 1935.
OVERTIME REGISTER.

Place of employment:

Date.	Name of labourer.	Contract No.	Hours worked.	Nature of work.	Amount paid (if any).

Reg. 43.

FORM 11.

TERRITORY OF NEW GUINEA.
Native Labour Ordinance 1935.

YEARLY RETURN OF NATIVE LABOURERS.

For the year ending 31st December, 19 .

Name of employer:

Place of Employment:

Contract No.	Name of labourer.	District in which home of labourer is.	Whether accompanied by wife.	Period of contract.		Remarks.
				From.	To.	

Employer or Agent.

Date:

The yearly return shall show the names of the labourers employed on 31st December and the respective distinguishing numbers of the contracts of the labourers, the contracts which have expired during the year, and the names of the labourers who have been returned home or have died or deserted during the year. Where natives have been paid off or have died, deserted, &c., such payment off, death, desertion, &c., to be noted in remarks column.

NATIVES—

Reg. 45.

FORM 12.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

GUARANTEE.

WHEREAS ^(a) of in the Territory of New Guinea is about to leave the said Territory and has not furnished the guarantee referred to in section 41 of the *Native Labour Ordinance 1935*:

NOW THEREFORE I, ^(b) of in the said Territory, do hereby bind myself to the Administration of the said Territory in the sum of as security for the payment of the cost of the return home of all labourers in the employ of the said ^(a) and of any wages due to them at the date of the departure of the said ^(a) and of any wages which will accrue during the period from the date of the departure of the said ^(a) up to the date of his return to the said Territory or up to the dates of the determination of the contracts of the labourers whichever first happens and for the payment of the cost of the prescribed rations and issues for all labourers in the employ of the said ^(a) during his absence from the said Territory.

Dated at this day of , 19 Guarantor.

Witness to signature of guarantor:

- (a) Name of employer.
- (b) Name of guarantor.

Am. by 1937, Reg. 48.
No. 18, r. 9.

FORM 13.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

RETURN SHOWING INJURIES, DISEASES AND DEATHS OF LABOURERS AND SERVANTS.

For the quarter ending the day of , 19

Establishment.					Sickness or Injury.				Deaths.			
Labourers and servants.		Dependants.			Labourers and servants.		Dependants.		Labourers and servants.	Dependants.	Total.	Infants under one year.
Males.	Females.	Adults.	Children.	Total.	Births.	Total treated.	Total sick days.	Total treated.					Total sick days.

Native Labour Regulations.

Details of sick or injured treated for the quarter ending the day of _____, 19__.

Disease or Injury.	From previous quarter.		Treated during quarter.		Total treated.		Discharged.		Transferred to Administration hospital.		Absconded.		Deaths.		Remaining in hospital.	
	L.	D.	L.	D.	L.	D.	L.	D.	L.	D.	L.	D.	L.	D.	L.	D.
	Malarial fever ..															
Fevers of unknown origin ..																
Dysentery ..																
Hookworm ..																
Pneumonia ..																
Tuberculosis ..																
Venereal diseases ..																
Ophthalmia ..																
Beri-beri ..																
Accidents and injury																
Uleer ..																
Framboesia ..																
Abscess ..																
Other diseases:—																
Total ..																

NOTE.—A "sick day" means a day in which a labourer or servant is absent from work owing to sickness or injury. "L" means labourers and servants and "D" means dependants.

Reg. 49.

FORM 14. Am. by 1937, No. 18, r. 9.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

REGISTER OF MEDICAL TREATMENT.

Date.	Name of labourer, servant or dependant.	Contract No.	Illness.			Remarks.
			Nature.	Duration.	If fatal.	

NATIVES—

Reg. 55.

FORM 15.

TERRITORY OF NEW GUINEA.
Native Labour Ordinance 1935.
REPORT OF DESERTION.

No. of contract of service: Period: Date of expiry:
Place of employment:
Labourer's name: Village:
District: Date of desertion:
Reason for desertion:
Previous desertions (if any):
Next of kin: Relationship: Village:
Luluai: Village:
Remarks: Employer or Agent.
Date:

For Office Use Only.

Date report received: Date of conviction:
Date of apprehension: Punishment:
Fees paid—amount:
Receipt No.
To

Received Report of Desertion in respect of labourer
on the day of , 19

District Officer.

Date:

Reg. 58.

FORM 16.

TERRITORY OF NEW GUINEA.
Native Labour Ordinance 1935.
RETURN ON SIGNING OFF LABOURERS.

Employer: of

Contract No.	Native's name, village, Sub-District and District.	Contract.		Wages paid during contract.	Amount due on completion.	Method of return home.
		Com-menced.	Com-pleted.			

I certify that the total amount of pounds
shillings and pence was paid in full before me to the natives
whose names appear hereon. Native Labour Tax £ has been
paid.—Receipt No.

Dated at this day of , 19
District Officer or Qualified Officer.

Native Labour Regulations.

Reg. 60.

FORM 17.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

NOTICE OF DELAY IN RETURN HOME OF LABOURER.

Contract No.	Name of labourer.	Home of labourer.	Employer.	Reason for delay in return home of labourer.

Employer or Agent.

Date:

To

Received Notice of Delay in Return Home of Labourer with respect to
on the day of , 19

District Officer.

Date:

Reg. 61.

FORM 18.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

RETURN OF LABOURERS EXEMPTED FROM THE PROVISIONS OF
SUB-SECTION (2.) OF SECTION 89 OF THE ORDINANCE.

To the Director of District Services and Native Affairs.

Return for the Year ending 31st December, 19

Contract No.	Name of labourer.	Village.	Name of employer.	Period of previous service under contracts.	Reasons for exemption.

District Officer Administering the
District of

NATIVES—

Regs. 62 and 63.

FORM 19.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

NOTIFICATION OF DEATH OF LABOURER OR SERVANT.
No.

Contract No.	Luluai:
Name:	Next of kin:
Sex:	Relationship:
Village:	Village:
District:	

Report Regarding Death.

Cause of death:	Medical attendant:
Duration of illness:	
When medical attendant last saw deceased:	
Place of death:	Date of burial:
Deceased's effects:	Place of burial:
	Employer or Agent.

Native Labour Tax:	Total wages earned: months at s. per month.
	£ s. d.
	Payments made as per contract:
	Amount due to labourer at death and paid into the Public Account of the Territory:
	Receipt No. Date:
By sale of deceased's effects:	
Receipt No. Date:	
	£

The District Officer, _____ You are authorized to pay the sum of £ _____ to the next of kin and charge the Public Account of the Territory quoting receipt No. _____ dated _____
Signature: _____

I certify that payment was made to _____ on _____
Voucher No. _____
Signature: _____

Return to be furnished in quadruplicate and where practicable accompanied by a death certificate.

Reg. 66(1).

FORM 20.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

SERVANTS' REGISTER.

Name of servant.	Village.	Place of employment.	Date of commencement of employment.	Date of termination of employment.	Nature of employment.	Rate of wages. (a)	Total wages paid.

(a) State whether with or without rations and/or issues.

Native Labour Regulations.

Reg. 66(2).

FORM 21.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

YEARLY RETURN OF SERVANTS EMPLOYED.

For the year ending the 31st December, 19

Name of employer:

Name of servant.	Village.	Place of employment.	Date of commencement of employment.	Date of termination of employment.	Nature of employment.	Rate of wages. (a)	Total wages paid.	Remarks.

Employer or Agent.

Date:

(a) State whether with or without rations and/or issues.

Reg. 67.

FORM 22.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

PERMIT TO REMOVE NATIVES AS SEAMEN.

Name and Residence or place of business of Employer.	Name of Native.	Contract No.	Village of Native.	Places to which Native may proceed during voyage.	Name of Vessel.	Name of Guarantor.

The native[s] shall be returned by the employer to _____ in the said Territory.

Conditions of Permit.

This permit shall be in force up to and inclusive of the day of _____, 19

Dated at _____ this _____ day of _____, 19 _____
 Director or District Officer.

NATIVES—

Reg. 68.

FORM 23.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

GUARANTEE.

WHEREAS _____ of _____ in the Territory of New Guinea has applied for a permit under section 99 of the *Native Labour Ordinance 1935* to remove beyond the boundaries of the said Territory the native[s] specified in the schedule hereto for the purpose of proceeding as a seaman for a voyage from the said Territory to the places specified in the said schedule and thence back to the said Territory:

NOW THEREFORE I, _____ of _____ in the said Territory, do hereby bind myself to the Administration of the said Territory in the sum of Fifty pounds (£50) as security for the due performance by the said _____, and as his representatives, of the conditions of the permit issued to him with respect to the natives specified in the said schedule. And I declare that the non-observance by the said _____, or by any of his representatives, of any of the aforesaid conditions shall be deemed to be a breach of this guarantee.

Schedule.

Name and residence or place of business of employer.	Name of Native.	Contract No.	Village of Native.	Places to which native may proceed during voyage.	Name of vessel.

Dated at _____ this _____ day of _____, 19 _____.

Guarantor.

Witness to signature of-guarantor:

Native Labour Regulations.

Reg. 69.

FORM 24.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

PERMIT TO REMOVE NATIVES FOR EDUCATIONAL PURPOSES OR AS
PERSONAL ATTENDANTS.

Name of Person to whom permit is issued.	Name of Native.	Residence of Native.	Name of Vessel in which Native is to be removed.	Place outside the Territory in which Native is to reside.	Purpose for which Native is to be removed.

Condition of Permit.

This permit shall be in force up to and inclusive of the _____ day
of _____, 19____.

Dated at _____ this _____ day of _____, 19____.

Director or District Officer.

Reg. 70.

FORM 25.

TERRITORY OF NEW GUINEA.

Native Labour Ordinance 1935.

GUARANTEE.

WHEREAS _____ of _____ in the Territory of New Guinea has applied for a permit under section 100 of the *Native Labour Ordinance 1935* to remove the native _____ of the village of _____, contract of service No. _____, from the said Territory to _____ for ^(a) _____ :

NOW THEREFORE I, _____ of _____ in the said Territory, do hereby bind myself to the Administration of the said Territory in the sum of One hundred pounds (£100) as security for the due performance by the said _____, and by his representatives, of the conditions of the permit issued to him with respect to the said native.

And I declare that the non-observance by the said _____, or by any of his representatives, of any of the aforesaid conditions shall be deemed to be a breach of this guarantee.

Dated at _____ the _____ day of _____, 19____.

Guarantor.

Witness to signature of guarantor:

(a) State purpose.

NATIVES—

THE SECOND SCHEDULE.

DIET SCALE.

<i>Item No. 1.</i>							
Rice, .. .. .	..	..	..	..	..	..	1 lb.; or
Biscuits, .. .. .	..	..	..	..	..	..	1½ lb.; or
Bread, .. .. .	..	..	..	..	..	..	1½ lb.; or
Dried native sago, .. .. .	..	..	..	..	..	..	2½ lb.
<i>Item No. 2.</i>							
Dried peas, .. .. .	..	..	..	..	..	..	¼ lb.; or
Dried beans, .. .. .	..	..	..	..	..	..	¼ lb.; or
Dried lentils, .. .. .	..	..	..	..	..	..	¼ lb.
<i>Item No. 3.</i>							
Whole barley (unhulled), .. .. .	..	..	..	..	..	..	½ lb.; or
Wholemeal sharps, .. .. .	..	..	..	..	..	..	½ lb.
<i>Item No. 4.</i>							
Preserved meat, .. .. .	..	..	..	..	..	..	2/7 of 12 oz.; or
Fresh meat (mutton, beef, goat, pork, or any recognized native meat, free of bone), .. .. .	..	..	..	..	..	..	4½ oz.; or
Fresh fish (free of head and tail), .. .. .	..	..	..	..	..	..	6 oz.; or
Native oysters (without shell), .. .. .	..	..	..	..	..	..	6 oz.; or
Shellfish (without shell), .. .. .	..	..	..	..	..	..	6 oz.; or
Native lobsters (with shell), .. .. .	..	..	..	..	..	..	12 oz.; or
Crayfish (with shell), .. .. .	..	..	..	..	..	..	12 oz.; or
Crabs (with shell), .. .. .	..	..	..	..	..	..	12 oz.
NOTE.—Instead of a daily issue of fresh meat, the issue may be made less frequently, but not less often than twice weekly. In such cases, the total weekly issue shall be not less than—							
Fresh meat (free of bone), .. .. .	..	..	..	..	..	..	3 lb.; or
Fresh fish, .. .. .	..	..	..	..	..	..	3½ lb.
<i>Item No. 5.</i>							
Australian beef dripping, .. .. .	..	..	..	..	..	..	2 oz.; or
Fresh animal fat, .. .. .	..	..	..	..	..	..	2 oz.; or
Ripe coconut meat, .. .. .	..	..	..	..	..	..	1 oz.; or
Mixture of cod liver oil and malt, .. .. .	..	..	..	..	..	..	1 tablespoonful.
<i>Item No. 6.</i>							
Sugar, .. .. .	..	..	..	..	..	..	4/7 oz.; or
Molasses, .. .. .	..	..	..	..	..	..	1 oz.; or
Golden syrup, .. .. .	..	..	..	..	..	..	1 oz.; or
Treacle, .. .. .	..	..	..	..	..	..	1 oz.
<i>Item No. 7.</i>							
Tea, .. .. .	..	..	..	..	..	..	2/7 oz.
<i>Item No. 8.</i>							
Marmite, .. .. .	..	..	..	..	..	..	1/16 oz. (1 teaspoonful); or
Other substitute for vitamin B approved by the Director of Public Health and issued in quantity determined by him.							
<i>Item No. 9.</i>							
Salt, .. .. .	..	..	..	..	..	..	2/7 oz.
<i>Item No. 10.</i>							
Pure potable water from approved source and entirely available for drinking,							6 pints.
<i>Item No. 11.</i>							
This item may be provided as an alternative to items Nos. 1, 2, 3, and 8 of this Schedule.							
Taro, .. .. .	..	..	..	..	..	..	7 lb.; or
Bread-fruit, .. .. .	..	..	..	..	..	..	7 lb.; or
Yam, .. .. .	..	..	..	..	..	..	7 lb.; or
Bananas, .. .. .	..	..	..	..	..	..	7 lb.; or
Green maize, .. .. .	..	..	..	..	..	..	6 cobs; or
Kau kau, .. .. .	..	..	..	..	..	..	7 lb.

THE THIRD SCHEDULE.

Am. by 1939,
No. 5, r. 7.

DIET SCALE No. 1.

Item No. 1.

Rice,	1½ lb.; or
Maize meal,	1½ lb.; or
Bread,	2 lb.; or
Biscuits,	2 lb.; or
Dried native sago,	2½ lb.; or
Native tapioca (cassava rhigomi),	2½ lb.

Item No. 2.

Marmite or autolysed yeast,	½ oz.; or
Edible native leaves (free of stem),	½ lb.; or
Green vegetables,	½ lb.; or
Green maize,	2 cobs; or
Fresh fruit,	1 lb.; or
Source of vitamin B or other as approved by the Director of Public Health and issued in quantity determined by him.	

Item No. 3.

Meat (preserved, smoked, salted, or dried, free of bone),	1/7 of 12 oz.; or
Fish (preserved, smoked, salted, or dried),	1/7 of 16 oz.; or
Fresh meat (mutton, beef, goat, pork, or any recog- nized native meat, free of bone),	3 oz.; or
Fresh fish (free of head and tail),	4 oz.; or
Native oysters (without shell),	4 oz.; or
Shellfish (without shell),	4 oz.; or
Native lobsters (with shell),	8 oz.; or
Crayfish (with shell),	8 oz.; or
Crabs (with shell),	8 oz.

NOTE.—Instead of a daily issue of fresh meat, the issue may be made less frequently, but not less often than twice weekly. In such cases, the total weekly issue shall be not less than—

Fresh meat (free of bone),	1½ lb.; or
Fresh fish,	2 lb.

Item No. 4.

Pure potable water from approved source and entirely available for drinking,	6 pints.
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Item No. 5.

Salt,	1/7 oz.
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Item No. 6.

Mixture of cod liver oil and malt,	1 tablespoonful; or
Other source of vitamins A and D approved by the Director of Public Health and issued in quantity determined by him.	

DIET SCALE No. 2.

Item No. 1.

Kau kau,	7 lb.; or
Taro,	7 lb.; or
Bread-fruit,	7 lb.; or
Yam,	7 lb.; or
Bananas,	7 lb.

Item No. 2.

Ripe coconut meat,	3 oz.; or
Australian beef dripping,	2 oz.

NATIVES—

Item No. 3.

Meat (preserved, smoked, salted, or dried, free of bone),	1/7 of 12 oz.; or
Fish (preserved, smoked, salted, or dried),	1/7 of 16 oz.; or
Fresh meat (mutton, beef, goat, pork, or any recognized native meat, free of bone),	3 oz.; or
Fresh fish (free of head and tail),	4 oz.; or
Native oysters (without shell),	4 oz.; or
Shellfish (without shell),	4 oz.; or
Native lobsters (with shell),	8 oz.; or
Crayfish (with shell),	8 oz.; or
Crabs (with shell),	8 oz.

NOTE.—Instead of a daily issue of fresh meat, the issue may be made less frequently, but not less often than twice weekly. In such cases, the total weekly issue shall be not less than—

Fresh meat (free of bone),	1½ lb.; or
Fresh fish,	2 lb.

Item No. 4.

Pure potable water from approved source and entirely available for drinking,	6 pints.
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Item No. 5.

Salt,	1/7 oz.
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DIET SCALE No. 3.

Item No. 1.

Rice,	1½ lb.; or
Maize meal,	1 lb.; or
Bread,	1½ lb.; or
Biscuits,	1½ lb.; or
Dried native sago,	2½ lb.; or
Native tapioca,	2½ lb.

Item No. 2.

Whole barley (unhulled),	½ lb.; or
Wholemeal sharps,	½ lb.; or
Peanuts (without shell),	¼ lb.; or
Garlips (without shell),	¼ lb.; or
Germinated peas,	6 oz.; or
Germinated beans,	6 oz.; or
Germinated lentils,	6 oz.; or
Whole ripe coconut,	1.

Item No. 3.

Fresh meat (mutton, beef, goat, pork, or any recognized native meat, free of bone),	3 oz.; or
Fresh fish (free of head and tail),	4 oz.; or
Native oysters (without shell),	4 oz.; or
Shellfish (without shell),	4 oz.; or
Native lobsters (with shell),	8 oz.; or
Crayfish (with shell),	8 oz.; or
Crabs (with shell),	8 oz.

NOTE.—Instead of a daily issue of fresh meat, the issue may be made less frequently, but not less often than twice weekly. In such cases, the total weekly issue shall be not less than—

Fresh meat (free of bone),	1½ lb.; or
Fresh fish,	2 lb.

Item No. 4.

Pure potable water from approved source and entirely available for drinking,	6 pints.
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Item No. 5.

Salt,	1/7 oz.
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THE FOURTH SCHEDULE.

Am. by 1937,
No. 18, r. 10.List of Medical Requirements to be kept under Regulation 52, in proportion per
Hundred Natives employed on the ship or at the place.

1. Cough mixture,	27 oz.
2. Dover powders, 5-grain tablets,	25
3. Acid, boric,	8 oz.
4. Kus kus ointment,	1 lb.
5. Argyrol solution (5%),	4 oz.
6. Boracic ointment,	4 oz.
7. Epsom salts,	5 lb.
8. Castor oil,	1 lb.
9. Calomel, 1-grain tablets,	50
10. Quinine solution, 10 grains to each drachm,	26 oz.
Or other form of quinine approved by the Director of Public Health, 5-grain doses,	500 doses.
11. Thermometer,	1
12. Aspirin, 5-grain tablets,	100
13. Tincture of iodine, or mercurochrome (2% aqueous),	12 oz.
14. Corrosive sublimate tablets,	20
15. Lysol,	20 oz.
16. Vaseline,	1 lb.
17. Permanganate of potash	1 oz.
18. Bicarbonate of soda,	4 oz.
19. Compound spirits of ammonia (sal volatile),	4 oz.
20. Cotton wool,	1 lb.
21. Antiphlogistine or substitute,	1 tin
22. Gauze, surgical,	1 lb.
23. Bandages, 2-inch,	1 doz.
24. Bandages, 3-inch,	1 doz.
25. Roll of z.o. plaster, rubber base, 3-inch,	1
26. Lint,	1 lb.
27. Saturation solution of picric acid,	8 oz.
28. Soap liniment,	12 oz.
29. Scissors, surgical,	1 pr.
30. Rubber catheter, No. 6,	1
31. Scalpel,	1
32. Dressing forceps,	1
33. Syringe, glass, 2-ounce,	1
34. Basin, kidney,	1
35. Probe,	1
36. Artery forceps,	1
37. Needles, surgical, assorted,	3
38. Catgut,	1 tube
39. Medicine glass, graduated,	1

NATIVES—