



VICTORIA GOVERNMENT GAZETTE

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[1964

Police Regulation Act 1958.

POLICE FORCE OF VICTORIA.

DETERMINATION NO. 107 OF THE POLICE SERVICE BOARD.

Consolidating all Determinations.

THE Police Service Board, in pursuance of the powers in that behalf conferred by the *Police Regulation Act 1958*, hereby makes the following Determination (that is to say):—

DIVISION I. Definitions and Preliminary. Paragraphs 1-6.

DIVISION II. Salaries. Paragraphs 7-8.

DIVISION III. Allowances.

Sub-Division I.—Special Duties. Paragraphs 9-22.

Sub-Division II.—Uniform. Paragraphs 23-25.

Sub-Division III.—Civilian Clothing. Paragraph 26.

Sub-Division IV.—Quarters. Paragraph 27.

Sub-Division V.—Fuel. Paragraphs 28-30.

Sub-Division VI.—Light. Paragraphs 31-33.

Sub-Division VII.—Higher Duties. Paragraphs 34-36.

Sub-Division VIII.—Compensatory. Paragraphs 37-41.

Sub-Division IX.—Overtime. Paragraphs 42-51.

Sub-Division X.—Travelling and Incidental. Paragraphs 52-71.

Sub-Division XI.—Mileage Rates. Paragraphs 72-79.

Sub-Division XII.—Police College. Paragraph 80.

Sub-Division XIII.—Remote District. Paragraph 81.

DIVISION IV. Hours of Duty and Overtime. Paragraphs 82-90.

DIVISION V. Quarters. Paragraphs 91-94.

DIVISION VI. Leave.

Sub-Division I.—Recreational Leave. Paragraphs 95-97.

Sub-Division II.—Sick Leave. Paragraphs 98-129.

Sub-Division III.—Anzac Day. Paragraphs 130-131.

DIVISION VII. Government Premises. Paragraphs 132-134.

DIVISION I.

DEFINITIONS AND PRELIMINARY.

1. The Determinations of the Police Classification Board mentioned in the First Schedule to this Determination are hereby revoked and this Determination is substituted in their stead.

2. In this Determination, unless inconsistent with the context or subject-matter—

“Member” means any person (whether male or female) employed in the Police Force of Victoria, and includes an Officer of or below the rank of Superintendent and a Detective.

“Detective” means any member who has been appointed to the Criminal Investigation Branch in any part of Victoria, and who is engaged on the investigation of crimes.

“Fingerprint Expert” means a member who has been appointed to the Fingerprint-Records Section of the Information Bureau, and who has been engaged on fingerprint duties for at least five years in such section, and who is fully qualified to classify, search, file, and identify fingerprints, and search for, preserve and develop fingerprints, and to give expert evidence regarding fingerprints.

“Government Premises” means living accommodation (other than government quarters) owned or leased by the Crown, provided for use by and allocated to a member of the Force appointed to a vacancy in a District, Division or Sub-District and which, in the opinion of the Chief Commissioner, the member selected or nominated for transfer to fill that particular vacancy should occupy in order to discharge his duties efficiently.

“Government Quarters” means living quarters which are owned or leased by the Crown, are part of or adjacent to a Police Station and which for the greater security and continuous operation of a Station are required by the Chief Commissioner to be occupied by a member for the performance of his duties on a Station.

“Officer” means any Superintendent, Chief Inspector, Inspector, or (unless expressly stated otherwise) Station Officer.

“Sub-Officer” means any Sergeant or Senior Constable.

“Year” means a calendar year.

3. No member shall be entitled to receive any salary, wage, or allowance other than herein provided.

4. Where the context requires, words importing the masculine gender shall be deemed and taken to include the feminine, and the singular to include the plural, and the plural the singular.

5. Unless expressly provided herein the provisions of this Determination shall not apply to Police Cadets. The provisions which apply to them are:—

- (a) Division I.
- (b) Paragraph 8.
- (c) Sub-Division X. of Division III.
- (d) Division IV.
- (e) Sub-Divisions I. and II. of Division VI.

6. Where any doubt exists concerning the meaning or effect of any provisions contained in any Determination the member concerned, the Chief Commissioner or the Police Association may, upon application in writing, require the Police Service Board to interpret such provision. Upon receipt of such application the Board shall issue its interpretation and may, if it sees fit, for that purpose notify in writing all the parties concerned and determine the matter after hearing such parties.

DIVISION II.

RATES OF ANNUAL SALARIES.

7. The salaries to be paid to members designated in this paragraph shall be in accordance with the following scale:—

SCALE OF ANNUAL SALARIES.

(a) *Officers.*

Rank.	Salary per Annum. £
Superintendent, Grade I.	3,073
Superintendent, Grade II.	2,721
Chief Inspector	2,440
Inspector, Grade I.	2,280
Inspector, Grade II.	2,197
Station Officer	1,935

(b) *Sub-Officers.*

Rank.	Salary per Annum. £
Sergeant	1,761
Senior Constable	1,589

(c) *First Constables and Constables.*

Rank.	Salary per Annum. £
First Constable—	
During twelfth year of service and after	1,434
During eleventh, tenth, ninth, eighth and seventh years of service	1,397
During sixth and fifth years of service	1,375
During fourth and third years of service	1,353
During second and first years of service	1,331
Constable—	
During seventh year of service and after	1,237
During sixth and fifth years of service	1,218
During fourth and third years of service	1,185
During second year of service	1,131
During first year of service	1,097

8. The salaries to be paid to members designated in this paragraph shall be in accordance with the following scale:—

SCALE OF ANNUAL SALARIES.

Police Cadets.

Age.	(If Single.) £	(If Married.) £
At sixteen years	467	728
At seventeen years	549	758
At eighteen years	646	803

DIVISION III.

SUB-DIVISION I.

Allowances for the Performance of Special Duties.

9. There shall be paid to a member while occupying the position specified in the first column hereunder, an allowance at the rate set forth in the second column.

FIRST COLUMN. Position.	SECOND COLUMN. Annual Allowance. £ s. d.
Assistant Law Instructor, being a member admitted to practise as a Barrister and Solicitor in the State of Victoria (inclusive of any other Special Duties allowance)	150 0 0
Lecturers who hold a University degree in a faculty which qualifies them to instruct in the particular field of training in which they are engaged (inclusive of any other Special Duties allowance)	150 0 0
Officer in Charge, Melbourne District	100 0 0
Officer in Charge, Criminal Investigation Branch	100 0 0
Officer in Charge, Traffic Control Branch	100 0 0
Officer in Charge, Personnel and Public Relations Division	100 0 0

FIRST COLUMN. Position.	SECOND COLUMN. Annual Allowance.		
	£	s.	d.
Officer in Charge, Training Division	100	0	0
Officer in Charge, Information Bureau	100	0	0
Officer in Charge, Police Depot District	100	0	0
Officer in Charge, Police Depot Division	100	0	0
Officer in Charge, Transport Branch	100	0	0
Officer in Charge, Research and Planning Division	100	0	0
Chief Inspector, Melbourne District	100	0	0
Chief Technical Officer	100	0	0
Licensing Inspectors	100	0	0
Member of the Traffic Commission (inclusive of any other Special Duties allowance)	100	0	0
Prosecutors—City Court, Melbourne	100	0	0
Russell-street (Coroner's Assistant)	100	0	0
Officer in Charge, Communications Section	75	0	0
Lecturers engaged in secondary or tertiary training who are qualified by attendance at a course to fit them for their special duties (inclusive of any other Special Duties Allowance)	63	18	6
Editor, <i>Police Life</i>	63	18	6
Sub-Officers performing duties at the Companies Registration Branch of the Law Department	63	18	6
Sergeants supervising Communications Section, Information Bureau (inclusive of any other Special Duties allowance)	54	15	9
Law Instructor—Depot	54	15	9
Senior Constables operating D.24 Control Room, Information Bureau (inclusive of any other Special Duties allowance)	45	13	3
Station Officer or Sub-Officer in Charge, Russell-street Station	36	10	6
Licensed Shorthand Writer, if not in receipt of any other allowance under this Division	36	10	6
Shadowers, Criminal Investigation Branch	36	10	6
Assistant Editor, <i>Police Life</i>	36	10	6
First Constables and Constables performing duties at the Companies Registration Branch of the Law Department	36	10	6
Wireless Operators	27	8	0
Sub-Officer in Charge, Law Courts	18	5	3
Instructors and Assistant Instructors in Drill, Education or Youth Leadership—Depot	18	5	3
Assistant Law Instructors, Depot	18	5	3
Instructors employed on primary or secondary training not attached to the Police Training Depot (inclusive of any other Special Duties allowance)	18	5	3
Special Patrol, Criminal Investigation Branch	18	5	3

Members of the Criminal Investigation Branch.

Detectives.

10. (a) There shall be paid to a member performing the duties of a Detective in the Criminal Investigation Branch an allowance at the following rate:—

	Allowance per Day.		
	s.	d.	
First year in branch	2	0	
Second year in branch	3	6	
Third year and subsequent years in branch	5	6	

Forensic Science Laboratory.

(b) (i) There shall be paid to a member while performing duties as a member of the Forensic Science Laboratory of the Criminal Investigation Branch, an allowance (inclusive of any other Special Duties allowance), at the following rate:—

Rank or Position.	Allowance per Day.		
	s.	d.	
Officer or Sub-Officer in Charge under the Director and responsible for administration	5	6	
Member during third year and subsequent years, who is certified by the Director to be qualified for his special duties	5	6	
Member during second year, who is certified by the Director to be qualified for his special duties	3	6	
Member during first year	2	0	

(ii) For the purposes of sub-paragraph (b), service in the Scientific Section of the Information Bureau or in the Forensic Science Laboratory of the University of Melbourne shall be deemed to be service in the Forensic Science Laboratory of the Criminal Investigation Branch.

Members of the Vice Squad, Licensing Branch and Gaming Branch.

11. There shall be paid to a member while performing duties as a member of the Vice Squad, Licensing Branch or Gaming Branch an allowance at the following rate:—

Rank or Position.	Allowance per Day.	
	s.	d.
Sub-Officers	5	6
First Constables and Constables	2	0

Members of the Wireless Patrol Branch.

12. There shall be paid to a member while performing duties as a member of the Wireless Patrol Branch, an allowance at the following rate:—

Rank or Position.	Allowance per Day.	
	s.	d.
Officer in Charge	5	6
Sub-Officers	3	6
First Constables and Constables	2	0

Members of the Fingerprint-Records Section of the Information Bureau.

13. (a) There shall be paid to a member while performing duties as a member of the Fingerprint-Records Section of the Information Bureau, an allowance at the following rate:—

Rank or Position.	Allowance per Day.	
	s.	d.
Officer or Sub-Officer in Charge of the Section who is a Fingerprint Expert	5	6
Members of the Section who are Fingerprint Experts	3	6
Other members of the Section training to perform or performing Fingerprint duties	2	0

(b) There shall be paid to a member while performing *modus operandi* duties, an allowance at the following rate:—

	Allowance per Day.	
	s.	d.
Sixth year and subsequent years of <i>modus operandi</i> duties	3	6
On appointment to the Section to perform <i>modus operandi</i> duties	2	0

Members of the Victoria Dock Police Station.

14. There shall be paid to a member while performing duties at the Victoria Dock Police Station, an allowance at the following rate:—

Rank or Position.	Allowance per Day.	
	s.	d.
Sub-Officer in Charge	3	6
Other Sub-Officers	2	6
First Constables and Constables	2	6

Members of the Traffic Control Branch.

15. There shall be paid to a member while performing duties in the Foot or Mobile Sections of the Traffic Control Branch, an allowance at the following rate:—

Rank or Position.	Allowance per Day.	
	s.	d.
Officer in Sub-Charge of Branch	5	6
Prosecutions Authorizing Officer	5	6
Supervising Officers	5	6
Officer in Charge of Mobile Section of Branch	5	6
Officer in Charge of the Foot Section of Branch	5	6
Supervising Station Officer or Sub-Officer	3	6
Station Officer in Sub-Charge of Mobile Section of Branch	3	6

Rank or Position.	Allowance per Day. s. d.
All Sub-Officers, First Constables and Constables stationed at the Town Hall, Melbourne, who have qualified at the Traffic Control Training School, while performing active foot duties in the Foot Section of Branch in addition to any existing allowance under this paragraph	2 6
Sub-Officer in Sub-Charge of Foot Section of Branch	2 0
Sub-Officers, First Constables and Constables of Mobile Section of Branch while performing active patrol duties—	
During third and subsequent years	4 0
During first and second years	2 6
All other Sub-Officers, First Constables and Constables	1 6
Sub-Officer, Foot Section, who in addition to his ordinary duties, is required by the Chief Commissioner to control and instruct Probationary Constables in an extended course of training in addition to any existing allowance under this paragraph	1 0

Members of the Transport Branch.

16. There shall be paid to a member while performing duties in the Transport Branch, an allowance (inclusive of any other Special Duties allowance) at the following rate:—

Rank or Position.	Allowance per Day. s. d.
(a) Sub-Officer in Sub-Charge of Branch who is qualified to test drivers of Wireless Patrol vehicles	3 6
Supervising Sub-Officers who are qualified to test drivers of Wireless Patrol vehicles	3 0
First Constables and Constables who are qualified to drive and regularly drive Wireless Patrol vehicles	3 0
All other Sub-Officers, First Constables and Constables who are qualified to drive police vehicles	1 6
(b) Sub-Officer in Charge of the Workshops Section of the Branch who is an approved motor mechanic	3 6
All other Sub-Officers, First Constables and Constables who are approved motor mechanics	2 0
(c) Sub-Officer in Charge of the Motor Driving School	3 6
Assistant Instructors, Motor Driving School ..	3 0
(d) Sub-Officer in Charge of Vehicle Safety Testing School	3 6
Assistant Instructors, Vehicle Safety Testing School	3 0

Divisional Vans.

17. There shall be paid to a member while performing active patrol duty in a Divisional Van an allowance at the following rate:—

Rank or Position.	Allowance per Day. s. d.
Senior Constables, First Constables and Constables	1 6

Search and Rescue Squad.

18. There shall be paid to a member while performing duties as a member of the Search and Rescue Squad (such duties to include standing-by periods, training exercises and instructional courses) for each day or part thereof, an allowance (inclusive of any other Special Duties allowance) at the following rate:—

Rank or Position.	Allowance per Day or Part Thereof. s. d.
Sub-Officers, First Constables and Constables ..	5 6

Members of the Radio Maintenance Division.

19. There shall be paid to—

- (a) The Officer or Sub-Officer in Charge of the Radio Maintenance Division and being an "Experienced Engineer" as defined in the Professional Engineers' Award 1961, of the Commonwealth Conciliation and Arbitration Commission, an allowance (inclusive of any other Special Duties allowance) equivalent to the amount by which the salary determined by the said award for "Experienced Engineer" as defined in the said award (at present £2,231), or as hereafter varied by an applicable award of the said Commission, exceeds the salary and allowances, except the allowance for uniform, prescribed or hereafter to be prescribed for such Officer or Sub-Officer by any Determination of the Police Service Board.
- (b) Each other member while performing duties as a Radio Technician in the Radio Maintenance Division and being the holder of at least a Second Class Commercial Operator's Certificate of Proficiency, an allowance (inclusive of any other Special Duties allowance) at the following rate:—

		Allowance per Day.	
		s.	d.
First and second year in Division	.. ..	2	6
Third and fourth years in Division	.. ..	3	6
Fifth and subsequent years in Division	.. ..	5	6

Members of the Mounted Branch.

20. There shall be paid to a member, attached to the Depot District, while performing active mounted duties, an allowance (inclusive of any other Special Duties allowance) at the following rate:—

Rank or Position.		Allowance per Day.	
		s.	d.
Sub-Officers	.. ..	3	0
First Constables and Constables	.. ..	2	0

Breath Analysis Section.

21. There shall be paid to a member, qualified as "Operator" at an approved course of instruction in the use of breath analysing instruments, while performing duties as a member of the Breath Analysis Section an allowance (inclusive of any other Special Duties allowance) at the following rate:—

Rank or Position.		Allowance per Day.	
		s.	d.
Sub-Officer in Charge	.. ..	3	6
Other Sub-Officers	.. ..	3	0
First Constables and Constables	.. ..	2	6

Breath Analysing Instrument Operators.

22. There shall be paid to a member, other than a member of the Breath Analysis Section, qualified as "Operator" at an approved course of instruction in the use of breath analysing instruments, while required to perform breath analysis duties and present evidence of breath tests in court, for each day or part thereof an allowance (inclusive of any other Special Duties allowance) at the following rate:—

Rank or Position.		Allowance per Day.	
		s.	d.
Sub-Officers	.. ..	3	0
First Constables and Constables	.. ..	2	6

*SUB-DIVISION II.**Allowances for Uniform.*

23. During his first year after date of appointment or re-appointment, a member performing his duties in uniform, or who is required by the Chief Commissioner to have and maintain a uniform in connexion with his duties, shall be paid the following allowances by way of reimbursement:—

- (a) Upon production of accounts, duly certified by the Officer in Charge, Police Depot, or Officer or Sub-Officer under whom he is serving, for the purchase by him of the

following items of uniform clothing—the amount of their cost, but not exceeding £65.

<i>Items.</i>			
Uniform .. .. .	..	..	one
Extra trousers .. .. .	..	..	one pair
Shirts .. .. .	..	..	four
Buttons .. .. .	..	..	seven
Helmet (white) .. .. .	..	..	one
Boots .. .. .	..	..	two pairs
Ties .. .. .	..	..	two
Belt .. .. .	..	..	one
Cap .. .. .	..	..	one
Socks .. .. .	..	..	six pairs
Gloves (leather) .. .. .	..	..	one pair
Pullover (blue) .. .. .	..	..	one
Scarf (blue) .. .. .	..	..	one
Shorts (P.T.) .. .. .	..	..	one pair
Shoes (P.T.) .. .. .	..	..	one pair

If he ceases to be a member before the expiration of six months after appointment or re-appointment, one-half of the amount so received by him shall be repayable and be repaid by the member to the Police Department.

(b) After the expiration of the first six months of service, and upon production of an account, duly certified by the Sub-Officer under whom he is serving, for the purchase by him of one uniform and extra pair of trousers—the amount of the cost thereof, but not exceeding £35.

(c) If the member is attached to the Police Depot and performing active mounted duty, or performing actual patrol duty in the Mobile Traffic Section, he shall be reimbursed in addition, the difference between the amounts mentioned in sub-paragraphs (a) and (b) hereof, and the rates in paragraph 24 hereof.

24. During each year of service after his first year a member performing his duties in uniform, or who is required by the Chief Commissioner to have and maintain a uniform in connexion with his duties, shall be paid the following allowances by way of reimbursement:—

<i>Rank or Position.</i>	<i>Annual Allowance.</i>
	£
Officers (not including Station Officers)	90
Mounted Sub-Officers, First Constables and Constables attached to the Police Depot, and performing active mounted duty	90
Mounted Sub-Officers, First Constables and Constables and Sub-Officers, First Constables and Constables performing active patrol duty in Mobile Traffic Section of Traffic Control Branch and any other member who is required to perform duty on a motor cycle, whether part of an outfit or not	80
Station Officers, Sub-Officers, First Constables and Constables	65

25. (a) In each year of service after his first year, all Station Officers, Sub-Officers, First Constables and Constables stationed at the Town Hall, Melbourne, who have qualified at the Traffic Control Training School, while performing active foot duties in the Foot Section of Traffic Control Branch, upon production of an account duly certified by the Officer or Sub-Officer under whom he is serving, shall be paid an allowance by way of reimbursement for the purchase by him of an additional uniform and extra pair of trousers—the amount of the cost thereof but not exceeding £35. Such allowance is to be in addition to any other allowance under this Sub-Division.

(b) If such member ceases to be a member before the expiration of six months after receipt of such payment, one-half of the amount so received shall be repayable and be repaid by him to the Police Department.

SUB-DIVISION III.

Civilian Clothing Allowance.

26. Each member who is required or directed by the Chief Commissioner to perform duty in civilian clothes shall be paid an allowance at the rate of £75 per annum. Such allowance shall not be paid to any member who is required by the Chief Commissioner to have and maintain a uniform in connexion with his duties.

SUB-DIVISION IV.

Allowance in Lieu of Quarters.

27. Each member for whom no Government quarters are provided shall be paid an allowance at the following rate:—

Rank or Position.	Annual Allowance. £
Superintendents	120
Chief Inspectors and Inspectors	93
Station Officers	70
Sub-Officers	48
First Constables and Constables	36

SUB-DIVISION V.

Allowance in Lieu of Fuel.

28. Each Officer (other than a Station Officer) shall be paid a fuel allowance at the rate of £24 per annum.

29. Each married member (including a Station Officer, but not including an Officer) who is required to occupy Government quarters shall be paid a fuel allowance at the rate of £18 per annum.

30. Each member who is not married and who is required to occupy Government quarters shall be provided with fuel and proper heating facilities free of charge.

SUB-DIVISION VI.

Allowance in Lieu of Light.

31. Each Officer (other than a Station Officer) shall be paid a light allowance at the rate of £8 per annum.

32. Each married member (including a Station Officer, but not including an Officer) who is required to occupy Government quarters shall be paid a light allowance at the rate of £6 per annum, and when paying for office light such allowance shall be increased to £12 per annum. In any case where he is not paying for office light, but pays for the light used in a room occupied by an unmarried member, he shall in respect of each room so occupied be paid an additional sum of £1 10s. to an amount not exceeding £12 per annum.

33. Each member who is not married, and who is required by the Chief Commissioner to occupy Government quarters, shall be provided with proper light and lighting facilities free of charge.

SUB-DIVISION VII.

Allowance to Member Performing Higher Duties.

34. Whenever a member temporarily performs for a period exceeding 28 days in any year, the duties of a rank or position higher than his own, he shall, whilst performing such higher duties, be paid at a rate not less than the minimum salary and appropriate allowances (if any) attached to the higher rank or position.

35. If a member performing duties of a rank or position higher than his own is absent from duty, either on recreation or sick leave, such leave shall not be deemed to interrupt the period of performance of such duties, if such member returns to the same duties on the expiration of his leave.

36. A member who is promoted to brevet rank shall be paid the salary and allowances of the substantive rank to which he is promoted.

SUB-DIVISION VIII.

Compensatory Allowances for Obligation to Perform Shift Work, Work on Saturdays, Sundays and Holidays, and for Recall from Recreational Leave.

37. Subject to the provisions of the Sub-Division, every member not above the rank of Station Officer, shall be paid in addition to his ordinary salary, an allowance by way of compensation for his obligation to perform duty:—

- (a) Between 9 p.m. and 7 a.m. in the period commencing midnight on Sunday and ending at midnight on Friday;
- (b) between midnight on Friday and midnight on Saturday, or on Easter Monday, Anzac Day, or the holidays observed in accordance with the provisions of section 67 of the *Public Service Act 1958*, so far as they relate to Australia

Day, Labour Day, Queen's Birthday, Boxing Day, New Year holidays, and any holiday proclaimed by the Governor in Council as a Public Holiday for the whole of Victoria and published in the *Government Gazette*;

- (c) between midnight on Saturday and midnight on Sunday, and on Good Friday and Christmas Day (when such day does not occur on a Sunday).

38. Such allowance shall be at the following rates:—

Rank.	Annual Allowance.
	£
Station Officers and Sergeants	157
Senior Constables	152
First Constables	123
Constables	111

39. Where any such member, not being a Detective, performs duty in excess of 80 hours during any period or on any day specified in paragraph 37 hereof, subject to the exigencies of the service, he shall be granted time off in respect of such duty on the corresponding day or days of the week thereafter.

40. Notwithstanding anything in the foregoing provisions, a member not above the rank of Station Officer who is required to perform the duties of an Officer (other than a Station Officer) and in doing so has qualified to receive higher duty pay in accordance with the provisions of paragraph 34 hereof, shall not be paid the allowance under paragraphs 37 and 38 hereof, during the period for which he receives the salary of the higher rank. The amount of the annual allowance otherwise payable to him under this Sub-Division shall be reduced by an amount proportionate to the said period.

41. (a) A member not above the rank of Station Officer who is recalled from his recreational leave for the performance of duty at a Court in the State of Victoria, shall be paid an allowance in addition to his ordinary salary for such duty, if the place from which he is recalled is distant more than 20 miles from his home or usual residence.

(b) Such allowance shall not be paid for time spent in travelling from or returning to such place; or for duty in excess of eight hours on any day.

(c) Such allowance shall be at the following rate:—

$$\frac{\text{Fortnightly Salary}}{80} \times \frac{1}{2}$$

and fortnightly salary shall exclude all allowances, including any allowance payable under paragraph 34 hereof.

(d) For the purpose of this paragraph, duty shall include travelling from and returning to a station at the place where such Court is held, but shall not include meal breaks or any period of time off during the performance of such duty.

(e) Such member shall be entitled to be paid a further allowance by way of reimbursement for expenses incurred whilst travelling from or returning to the place from which he is recalled, on the scale set out in paragraph 52, sub-paragraph (3) thereof. If in any case the total allowance payable under this sub-paragraph for any period of 24 hours exceeds the full daily rate, he shall be paid the lesser amount. The provisions of paragraph 65 hereof shall not apply to this sub-paragraph.

SUB-DIVISION IX.

Rates of Pay and Allowances for Overtime Duty and Duty Performed on a Rest Day.

42. A Detective not above the rank of Sergeant shall be paid an overtime allowance at the following rate:—

	Annual Allowance.
	£
Sub-Officers	143
First Constables and Constables	114

Such allowance shall be for duty he may perform in excess of eight hours on any day or in excess of 80 hours in any working fortnight (as the case may be) or on a rest day. It shall be cumulative upon any allowances to which he is entitled under the provisions of this Determination.

43. In the event only that a member, not above the rank of Station Officer and not being a Detective, performs duty in excess of eight hours on any day or in excess of 80 hours in any working fortnight (as the case may be) and has not been given time off in lieu as provided in paragraph 90 hereof, within a period of three months directly next ensuing after such duty was performed, subject to the provisions of this Sub-Division, he shall be paid an overtime allowance for such duty at the appropriate hourly rate as hereinafter fixed:—

- (a) Such member who performs duty in excess of eight hours other than between midnight on Friday and midnight on Sunday or on any day other than a day mentioned in sub-paragraphs (b) and (c) hereof, shall be paid an allowance for such duty at a rate per hour determined in accordance with the following formula:—

$$\frac{\text{Fortnightly Salary}}{80} \times 1\frac{1}{2}$$

- (b) Such member who performs duty in excess of eight hours between midnight on Friday and midnight on Saturday, or on Easter Monday, Anzac Day, or the holidays observed in accordance with the provisions of Section 67 of the *Public Service Act 1958*, so far as they relate to Australia Day, Labour Day, Queen's Birthday, Boxing Day, New Year holidays, and any holiday proclaimed by the Governor in Council as a Public Holiday for the whole of Victoria and published in the *Government Gazette*—at a rate per hour determined in accordance with the following formula:—

$$\frac{\text{Fortnightly Salary}}{80} \times 1\frac{1}{2}$$

- (c) Such member who performs in excess of eight hours between midnight on Saturday and midnight on Sunday and on Good Friday and Christmas Day (when such does not occur on a Sunday)—at a rate per hour determined in accordance with the following formula:—

$$\frac{\text{Fortnightly Salary}}{80} \times 2$$

44. (a) If a member not above the rank of Station Officer and not being a Detective performs duty on a rest day, he shall be allowed time off in lieu thereof on the corresponding day or days of the week if and as soon thereafter as is practicable. If he has not been given time off in lieu within a period of three months directly next ensuing after such duty was performed, subject to the provisions of this Sub-Division, he shall be paid an allowance for such duty at the hourly rate fixed in paragraph 43 hereof appropriate to the period during which or to the day on which he performed such duty.

(b) Notwithstanding any other provision in this Determination, if such member performs duty which requires attendance at Court and if—

- (i) Any part of such duty is performed within eight hours of ceasing night duty, or on a rest day, such member shall be allowed a minimum period of four hours time off.
- (ii) Any part of such duty is performed not less than two hours before commencing day duty, such member shall be allowed a minimum period of two hours time off.

For the purposes of this sub-paragraph, night duty means a period of rostered duty of not less than five hours performed between 9 p.m. and 7 a.m.

45. Allowances under paragraphs 43 and 44 hereof shall not be paid—

- (a) Unless the member before he performed such duty was expressly authorized or directed by an Officer (other than a Station Officer) to perform it; or
- (b) In case prior authority or direction could not be obtained, unless such Officer is satisfied that it was necessary to be performed, and that it was not practicable for the member to obtain prior authority or direction from such Officer, and after its performance such Officer so certifies in writing.

46. Payment of allowances pursuant to the provisions of paragraphs 43 and 44 hereof shall be made as soon as practicable after the right to receive the same has accrued to the member entitled.

47. Notwithstanding anything in the provisions of this Sub-Division a member, not above the rank of Station Officer, who is required to perform the duties of an Officer (other than a Station Officer) and in doing so has qualified to receive higher duty pay in accordance with the provisions of paragraph 34 hereof, shall not be paid any allowance under the provisions of this Sub-Division for any duty performed during the period for which he receives the salary of the higher rank.

48. For the purposes of paragraphs 43 and 44 hereof, "duty" shall include travelling from and returning to a member's station in connexion with some specific duty, but shall not include—

- (a) Meal breaks, except as provided in paragraph 87 hereof, and any period of time off during the performance of duty.
- (b) That part of any period spent away from the member's station during which no specific duty is performed.
- (c) Any time spent in travelling from the member's home or place of residence to the station to which he is attached for duty, or in returning therefrom to his home or place of residence.
- (d) Any time spent in travelling to another State to take up interchange duty or travelling overseas on special duty, or duty performed in another State or overseas.

49. For the purposes of paragraphs 43 and 44 hereof a period of two consecutive hours shall not be deemed to have been broken by a meal break not exceeding one hour, provided the total time worked before and after such meal break shall be not less than two hours.

50. For the purposes of paragraphs 43 and 44 hereof "fortnightly salary" shall exclude all allowances, including any allowance payable under paragraph 34 hereof.

51. No allowance under paragraphs 43 and 44 hereof shall be paid in respect of any duty of less than two consecutive hours or in excess of eight hours.

SUB-DIVISION X.

Travelling and Incidental Expenses.

52. Subject to the provisions of this Sub-Division, members shall be entitled by way of reimbursement to travelling expenses under the scale and conditions following:—

- (1) A member travelling on duty outside the State of Victoria:—
 - (a) For each week, but not more than three weeks, 75s. a day, and thereafter, three-quarters of the daily rate.
 - (b) A member engaged on interchange duty in another State of the Commonwealth shall be paid 70s. a day during the period when so engaged.
 - (c) For a member travelling on duty to and from and whilst at Canberra, the rates prescribed in clause (a) of sub-paragraph (1) hereof shall be increased by the sum of 7s. 6d. per day if the period does not exceed three weeks, and 5s. per day thereafter.
 - (d) A member travelling on duty to and from and whilst engaged on duty in New Zealand shall be paid 87s. 6d. per day during the period when so travelling or engaged.
 - (e) If the said period of absence is less than a complete day or includes a portion of a day, the member shall be allowed in respect of any of the above periods, an amount of the appropriate daily rate calculated in the proportion of the number of hours in the part of the day for which the claim is made, to 24 hours.
- (2) A member if an Officer travelling on duty elsewhere:—
 - (a) For not less than five hours and not exceeding eight hours if a meal is purchased away from his home or usual residence:—
 - (i) for breakfast purchased—6s. 6d.;
 - (ii) for lunch purchased—7s. 6d.;
 - (iii) for dinner purchased—9s.

- (b) For over eight hours and not exceeding twelve hours if one or two meals is or are purchased away from his home or usual residence:—
 - (i) for breakfast purchased—6s. 6d.;
 - (ii) for lunch purchased—7s. 6d.;
 - (iii) for dinner purchased—9s.
 - (c) For over twelve hours and not exceeding 24 hours—26s. 3d.;
 - (d) For one night, if he is required to pay for a bed—30s.
 - (e) After the first night and up to three weeks inclusive, he shall be paid for each full day—56s.; for part of a day 2s. 4d. an hour.
 - (f) After three weeks in one place, he shall be paid for each full day three-quarters of the daily rate prescribed in clause (e) hereof; for part of a day—2s. 4d. an hour.
- (3) A member if not an Officer, travelling on duty elsewhere:—
- (a) For not less than five hours and not exceeding eight hours if a meal is purchased away from his home or usual residence:—
 - (i) for breakfast purchased—6s. 6d.;
 - (ii) for lunch purchased—7s. 6d.;
 - (iii) for dinner purchased—9s.
 - (b) For over eight hours and not exceeding twelve hours if one or two meals is or are purchased away from his home or usual residence:—
 - (i) for breakfast purchased—6s. 6d.;
 - (ii) for lunch purchased—7s. 6d.;
 - (iii) for dinner purchased—9s.
 - (c) For over twelve hours and not exceeding 24 hours—24s.
 - (d) For one night, if he is required to pay for a bed—30s.
 - (e) After the first night and up to three weeks inclusive, he shall be paid for each full day—54s.; for part of a day 2s. 3d. an hour.
 - (f) After three weeks in one place, he shall be paid for each full day three-quarters of the daily rate prescribed in clause (e) hereof; for part of a day 2s. 3d. an hour.

In any case provided for in clauses (e) and (f) of sub-paragraphs (2) and (3) hereof, if adequate accommodation, free of charge, is provided to a member, he shall be entitled to the sum of 24s. for each full day. If an adequate meal or meals is or are provided to him free of charge, the said sum shall be reduced pro rata.

In no case shall the total allowances payable under sub-paragraphs (2) and (3) of this paragraph for any period of 24 hours exceed the full daily rate.

(4) (a) Subject to the provisions of clause (c) of this sub-paragraph, travelling expenses of members, their wives and children, and reasonable costs of removing furniture and effects shall be allowed when such members are transferred from one station or district to another station or district. In cases of transfer of members or their furniture and effects to and from country districts, or from one country district to another (if the cost of removal is paid for or to be borne by the Government), the railways shall be utilized wherever such facilities are available.

(b) Members shall not be allowed transfer expenses under clause (a) of this sub-paragraph if, at their own request, they are transferred to a station and their travelling expenses have been paid within three years of appointment thereto in respect of any transfer for which they had applied. Such members must not use railway requisitions.

(c) Where a member is transferred from one station to another and is entitled under clause (a) or allowed by the Chief Commissioner under clause (e) of this sub-paragraph to receive transfer expenses, he shall also be paid the sum of £25 as compensation for accelerated depreciation and extra wear and tear on furniture and effects, and for replacing or altering carpets, linoleums, curtains, blinds and household goods resulting from the transfer. If the Chief Commissioner is of opinion, upon consideration of all the facts, that the sum of £25 is not sufficient compensation, he may allow such further reasonable sum as he thinks fit.

(d) If members who own motor cars transport themselves and families by car when on transfer, such members may claim the equivalent of first class rail fares or the mileage rate, whichever amount is the lesser

cost to the Government. If a member is travelling to a station where he will be performing motor car duties or is travelling from a station where he has been performing motor car duties he shall be allowed the mileage rates.

(e) If there are special circumstances connected with any transfer the Chief Commissioner may, after considering all the facts, allow transfer expenses.

53. If an Officer is supplied, free of cost, with sleeping accommodation in respect of a journey made by rail, there shall be deducted from any expenses payable to him the sum of 30s. in respect of each night when such accommodation is provided and if a Sub-Officer, First Constable or Constable is so provided with sleeping accommodation, there shall be deducted from any expenses payable to him the sum of 30s. in respect of each night when such accommodation is provided.

54. If a member travels by air, boat, rail or other facility and food and sleeping accommodation or either of them is provided and charged for in the fare, he shall not be entitled to any of the expenses hereinbefore prescribed, but shall be entitled during such travel to receive an allowance of 6s. per day or for any part thereof.

55. If a member attends any Court or inquiry of a similar nature, in an official capacity and cannot reasonably return to his station for his midday meal, he shall be paid, by way of reimbursement, a meal allowance of 7s. 6d.

56. (1) (a) If a member is required to remain on duty later than 8 a.m. and thereby extends his usual or prescribed hours of duty by at least two hours, he shall be paid, by way of reimbursement, a meal allowance of 6s. 6d.

(b) If a member is required to remain on duty later than 1.30 p.m. and thereby extends his usual or prescribed hours of duty by at least two hours, he shall be paid, by way of reimbursement, a meal allowance of 7s. 6d.

(c) If a member is required to remain on duty later than 6.30 p.m. and thereby extends his usual or prescribed hours of duty by at least two hours, he shall be paid, by way of reimbursement, a meal allowance of 9s.

(2) If a member is required to commence duty at least two hours before his usual or prescribed starting time, and is thereby required to perform duty continuously for a period covering two or more meal hours and being not less than ten hours in duration, he shall be paid, by way of reimbursement, the appropriate meal allowance.

57. (1) If a married member who maintains his family satisfies the Chief Commissioner that he has made reasonable efforts to obtain housing accommodation for himself and his family at or near where he is stationed or employed, and has failed to do so and is therefore required to live away from the place where his family is so maintained, he shall be entitled to receive an allowance of Five pounds (£5) per week during the time he is so required to live away from his family and is unable to secure such accommodation.

(2) (a) A member in receipt of an allowance under sub-paragraph (1) hereof shall not be entitled to travelling expenses under paragraph 52 hereof for such living away, but if he travels on duty from the place at which he is living away, he shall be paid the appropriate travelling allowance for such travelling in addition to his living away allowance, but his living away allowance shall cease if he is absent travelling on duty for a period in excess of one week from the place where he is living away.

(b) A member in receipt of an allowance under sub-paragraph (1) hereof who is on leave for any period of one week or less shall be paid such allowance. If he is on leave for any period in excess of one week, no portion of such allowance shall be paid.

(3) The preceding provisions of this paragraph shall not apply to Police Cadets. If a Police Cadet is required to live away from home and to pay a weekly amount for board and lodging in excess of one-third of his weekly rate, computed by reference to his annual salary, the Chief Commissioner may authorize payment of an allowance equal to one-half of the excess. The allowance shall be taken to the nearest shilling, six pence being taken to the next highest shilling and shall not be payable if the excess is less than 2s. In no case shall the weekly allowance exceed 20s.

58. In all cases where travelling expenses for absence on duty are claimed, the hours of duty must be continuous before allowances become payable.

59. If a member stationed in Melbourne or suburbs, or within the urban or suburban areas of Ballarat, Bendigo or Geelong is withdrawn from his station or place of employment for duty within the metropolitan area or such urban or suburban areas, he shall not be entitled to claim travelling expenses under this Sub-Division unless such duty entails travelling a distance of more than 15 miles from his station or place of employment.

60. A member attached to motor car and motor cycle patrols shall not be entitled to claim travelling expenses under this Sub-Division whilst performing patrol duty, unless such duty entails his being absent from his station or place of employment for at least nine hours.

61. For the purpose of this Sub-Division, the term "metropolitan area" shall be deemed to include all police stations and places within a radius of 13 miles of the Post Office situated at the corner of Bourke and Elizabeth streets, Melbourne.

62. The boundaries of the suburban areas of Ballarat, Bendigo and Geelong shall be defined by the Chief Commissioner, who may at any time and from time to time alter or vary such boundaries as he thinks necessary.

63. If any member stationed within the metropolitan area or within the urban or suburban areas of Ballarat, Bendigo or Geelong has been withdrawn from his station or place of employment for any special or emergency duty within such areas and is thereby required to work for a consecutive period of five hours, and by doing so has incurred reasonable out-of-pocket expenses, he shall be reimbursed such expenses or any portion thereof which is not payable under any of the preceding provisions of this Sub-Division.

64. Under this Sub-Division the day shall be reckoned to commence at 6 a.m. and end at midnight, and the night to commence at 12 midnight and end at 6 a.m., but if unavoidable circumstances necessitate an earlier departure than 6 a.m., the day shall be reckoned as commencing from such starting time. If such circumstances prevent a return to station until after midnight, the day shall be reckoned as ending at the hour of such arrival on return to the station. The daily rates under clauses (e) and (f) of sub-paragraphs (2) and (3) of paragraph 52 hereof shall be considered to begin at 6 a.m. of the day following the only or last night claim, and any period thereafter short of a complete 24 hours shall be charged at the hourly rate. In any claim at the hourly rate, a period of half an hour or over may be reckoned as an hour, but no claim shall be allowed for any period less than half an hour.

65. In no circumstances shall travelling expenses be paid to any member doing duty at his own station.

66. A member who claims for an absence of five hours or more extending past midnight cannot also claim for the night.

67 (1) If in the opinion of the Chief Commissioner special circumstances exist for which provision is not herein made, he may authorize the payment of such allowance as is considered reasonable under the circumstances.

(2) If the actual and necessary expenses incurred by a member exceed the rates herein provided, an additional sum by way of reimbursement may be granted by the Chief Commissioner.

68. All claims in this Sub-Division, except for meal allowances, shall be forwarded to the Officer in Charge of the District fortnightly in the manner prescribed by the Chief Commissioner, and the periods for which they are rendered shall be alternate with the pay periods. Such claims must be submitted as soon as the period for which they are rendered is completed, and the Officer in Charge of the District shall transmit them so that they reach the office of the Chief Commissioner not later than the Wednesday preceding each pay day. In the case of meal allowances, claims must be forwarded promptly at the end of each month.

69. A member when required to travel in the performance of his duty shall be entitled to travel first class except when the duty being performed is the escorting of a prisoner.

70. If the duty to be performed by a member is of such a nature that it is reasonable to believe he will be detained for a period of several days away from his station or place of employment, he may receive, where practicable, an adequate advance of travelling expenses commensurate with the period of absence.

71. If a member is stationed and residing in a different part of the State from that in which he intends to make his permanent home on retirement, he shall before retiring on account of age or ill health be provided with free first class rail fare for himself, his wife and dependent family for the purpose of taking up residence at his proposed permanent home. If such member uses his own motor car for such purposes for himself and his family, he shall be paid the equivalent of the first class rail fares or mileage rates, whichever amount is the lesser for such journey. In addition he shall be entitled to have his furniture and effects transported to such place at the expense of the Government. The Chief Commissioner shall arrange for such transport, and where practicable railway transport shall be used for the purpose.

SUB-DIVISION XI.

Mileage Rates for Use of Private Motor Vehicles.

72. Members who use their own motor cars, motor cycles with side-cars, motor cycles or bicycles on police duty, shall be allowed to claim for such use in accordance with the following scale:—

Motor Cars—		For the first 5000 miles in a financial year.	Mileage over 5000 miles in a financial year.
		A mile. d.	A mile. d.
17 h.p. and over	..	11.4	7.9
Under 17 h.p.	..	9.6	6.6
Motor Cycles, with side-cars	..	4.8	3.3
Motor Cycles	..	4.1	2.8
Bicycles	..	1.4	irrespective of mileage.

73. The above-mentioned scale shall be varied from time to time to comply with any scale of rates determined by the Departmental Vehicles Committee established by the Government.

74. In every claim made under paragraph 72 hereof in respect of the use of a motor car, there shall be inserted the make and horse-power of such car as shown on the certificate of registration thereof.

75. In the case of sub-districts specified by the Chief Commissioner to be motor cycle sub-districts, members who use their own motor cars or motor cycles with side-cars on police duty shall be allowed to claim for such travelling as is within their motor cycle duties, only at the rate per mile prescribed for motor cycles.

76. The approval of the Chief Commissioner shall be required before any member is authorized to receive payment for travelling in excess of 10,000 miles in any financial year.

77. If the Police Service Board is satisfied that because of special circumstances any rate fixed herein should be increased, such increased rate of payment may be allowed as the Board shall determine.

78. If any member not specifically approved for motor car or motor cycle duty uses his motor car or motor cycle on duty where prior authority or direction could not be obtained, he may submit a claim to the Chief Commissioner for hire in accordance with the scale in paragraph 72 hereof. If the Chief Commissioner is satisfied that the use of the vehicle was warranted in the circumstances, he may allow such claim.

79. Members approved and required to use their own motor vehicles on police duty which necessitates the use of a motor vehicle, who do not reside at the station where they are usually stationed, and who use such vehicle to travel between such station and the place where the vehicle is usually garaged when commencing and finishing their prescribed period of duty, shall be paid the appropriate mileage rate for the distance actually travelled, if less than 6 miles in all both ways, and if the distance actually travelled both ways exceeds 6 miles, for 6 miles only.

SUB-DIVISION XII.

Police College.

80. (1) A member whilst attending a Training Course at the Police College shall be entitled—

- (a) Whilst residing at the College, to an allowance of 20s. 6d. per day by way of reimbursement of the cost of his maintenance.

- (b) Whilst not in residence at the College but partaking of one or more meals there, to an allowance by way of reimbursement for—
- (i) breakfast—4s. 6d.;
 - (ii) lunch—7s. 6d.;
 - (iii) dinner—8s. 6d.
- (c) To an allowance of 4s. per day for incidental expenses for each day he is actually in attendance at the College.
- (2) Any allowance hereunder shall be reviewed from time to time and varied by the Board as it thinks fit.

SUB-DIVISION XIII.

Remote Districts.

81. A member appointed to any of the stations mentioned in the Second Schedule to this Determination and whilst performing duty thereat shall be paid an allowance at the appropriate rate set out therein.

DIVISION IV.

HOURS OF DUTY AND OVERTIME.

82. Each member shall perform the duties allotted to him during eight hours of each day of the week.

83. The Chief Commissioner shall grant to each member four days off duty in every working fortnight, which said days shall be described as rest days.

84. Where practicable at least one of such rest days shall be a Sunday.

85. The time at which each member commences and finishes his prescribed hours of duty shall be fixed by the Chief Commissioner.

86. Whilst performing his prescribed hours of duty a member shall be allowed a meal break of thirty minutes or such other period of time as is fixed by the Chief Commissioner. In no case shall such break exceed one hour.

87. Such meal break shall not constitute any part of the prescribed hours of duty and shall be taken at such time as is determined by the Chief Commissioner. Where the Chief Commissioner is satisfied that the nature of the duties being performed by any member is such that he is required to remain at his post and perform his usual duties during the time he partakes of his meal, the Chief Commissioner may in his discretion direct that the time taken for such meal shall be regarded as portion of such member's prescribed hours of duty.

88. Where the Chief Commissioner is satisfied that a member, not being a Detective, is interrupted during his meal break by a call to duty, such member shall be allowed time off in lieu thereof as soon thereafter as is practicable.

89. When directed by his superior Officer or by the Chief Commissioner, a member shall notwithstanding the provisions of this Determination perform his duties at any time for a period in excess of eighty (80) hours in any working fortnight.

90. When a member, not being a Detective, is so required to perform his duties for any period in excess of eighty (80) hours in any working fortnight, or when the Chief Commissioner is satisfied that circumstances require a member, not being a Detective, to perform actual duties for any period in excess of eighty (80) hours in any working fortnight, such member shall be allowed time off in lieu thereof as soon thereafter as is practicable.

DIVISION V.

QUARTERS.

91. Each member, who for the performance of his duties is required by the Chief Commissioner to occupy Government quarters, shall be provided with such quarters for himself and his family free of rent or other charges.

92. Where such Government quarters are not available for occupation by such member on the day he is required to take over and perform those duties, he shall be provided with suitable temporary quarters, free of charge, until such time as the Government quarters are available for his occupation.

93. Where such member is required to live in private premises during the renovation of such quarters or the construction of new quarters, he shall, during the period of such renovation or construction, be provided with suitable temporary quarters free of charge.

94. Each member who is not married, and is required by the Chief Commissioner to occupy Government quarters or barracks, shall be provided with a suitable room and furniture and proper bedding, including mattress, pillow, rug, blankets and bed linen free of charge.

DIVISION VI.

SUB-DIVISION I.

Recreational Leave.

95. The Chief Commissioner shall at such times as may be convenient grant to every member leave of absence for recreation for any period not exceeding in the whole 32 days in each year. Such period of 32 days shall be deemed to include eight rest days.

96. During a year in which a member is first appointed the leave of absence for recreation granted to him shall be in accordance with the following scale:—

Month in which appointed.	Number of days to be granted.
January	32
February	29
March	27
April	24
May	21
June	19
July	16
August	13
September	11
October	8
November	5
December	3

Provided that if a member is discharged on resignation or has his appointment terminated during such year or the following year, such member shall be granted eight days leave of absence for recreation in respect of each period of three months' completed service, or portion thereof pro rata.

97. For any subsequent year in which a member is discharged on resignation, or whose appointment is terminated, or who reaches the age of retirement, such member shall be granted eight days leave of absence for recreation in respect of each period of three months or portion of three months completed service during such year.

SUB-DIVISION II.

Sick Leave.

98. Subject to this Sub-Division, the Chief Commissioner may, in case of illness of a member, grant leave of absence to him.

99. In cases of illness of a member, the conditions under which the Chief Commissioner may grant leave of absence shall be as set out hereunder.

100. (1) In the case of members joining the Police Force on or subsequent to the 1st day of June, 1948, the basis for determining the amount which may be granted, when sick leave with pay is approved, shall be ascertained by crediting the member with the following periods, such sick leave to be cumulative:—

On admission to the Police Force—fifteen days leave on full pay.
On completion of first year of service, and of each year of service thereafter—twelve days leave on full pay for each year of service.

(2) In the case of members who were in the Police Force prior to the 1st day of June, 1948, the basis for determining the amount which may be granted, when sick leave with pay is approved, shall be ascertained by crediting the member with any sick leave standing to his credit which has accumulated under the provisions of any regulations in force prior to the 1st day of June, 1948, and by the addition of twelve days per annum on the subsequent anniversary dates of the member's appointment.

Provided however, that any accumulation of half-pay sick leave standing to the credit of such members under any regulations in force prior to the 1st day of June, 1948, shall be divided by two, and the resultant number shall be credited as full days and then applied in accordance with this paragraph.

101. Where the Chief Commissioner is satisfied that the illness of a member is directly attributable to or is aggravated by his service in the war which commenced in the year One thousand nine hundred and fourteen or in the year One thousand nine hundred and thirty-nine, apart from any sick leave which may be standing to his credit, he may be granted up to and inclusive of the 30th day of June, 1954, up to but not exceeding fifteen days in the aggregate during any year of service. Such special sick leave shall be cumulative provided that the total of accumulated leave under this provision standing to the credit of the member shall not at any time exceed one hundred days.

102. To determine the sick leave for which a member is eligible at any time, all sick leave granted with full pay during his service after the 1st day of June, 1948, shall be deducted from the appropriate period ascertained under the provisions of the preceding paragraphs.

103. After deduction has been made as provided in the preceding paragraphs, the period remaining shall be the amount of sick leave for which a member is eligible.

104. Notwithstanding the amount of sick leave standing to the credit of any member, continuous sick leave with pay shall not be granted for any period longer than 52 weeks. Where a member has had 52 weeks continuous sick leave with full pay, no further leave with full pay shall be granted until such member has completed a period of duty of not less than four weeks.

105. Notwithstanding the provisions of paragraph 104 hereof, if a member sustains injury in the discharge of his duty or whilst on a journey necessary to enable him to report for duty or to return home after duty, or contracts illness directly attributable to his duty of such a nature as to incapacitate him from duty, and the Chief Commissioner is satisfied that such injury or illness was not contributed to by such member's culpable negligence or wilful misconduct, he may approve of such injury or illness as "on duty", whereupon such member shall be granted sick leave on full pay during such incapacity until he has recovered or been dealt with under the provisions of Part III., Division 2 of the *Police Regulation Act 1958*, and such leave granted under this clause shall not be regarded as a debit against the amount of sick leave standing to his credit.

106. Any member claiming to have sustained injury or contracted illness directly attributable to his duty must furnish a report for the information of the Chief Commissioner, setting out in detail the circumstances of such injury or illness, together with the names of any witnesses of the occurrence or any other evidence. Such report must be furnished as soon as practicable by the member concerned or by some other member to whom the circumstances are known or reported. When such claim is approved by the Chief Commissioner, the member concerned shall, in addition to full pay, receive without charge any medical, surgical, X-ray, pathological, nursing or other incidental treatment made necessary by such injury or illness, at any time during his period of service, at the police hospital or elsewhere, if recommended by the Police Medical Officer and approved by the Chief Commissioner.

107. For each week a member is absent on sick leave with pay, the amount of sick leave standing to his credit shall be reduced by five days.

108. When the period of sick leave granted to a member with pay does not extend to a week, his appropriate credit shall be reduced by the number of days he would have been required to be on duty if he had not been absent on sick leave.

109. For the purpose of sick leave under this Sub-Division, a week shall be deemed to be any period of seven consecutive days, inclusive of a Sunday.

110. For a period exceeding two days' absence, a member must forward a satisfactory certificate, by a legally qualified medical practitioner, that he will be incapacitated for a period not exceeding 28 days and setting out the cause of such absence. Any extension of such leave may be granted subject to the receipt of a further satisfactory medical certificate to be forwarded with respect to any period of absence.

111. Where the number of days during which a member is absent through illness in any year without a medical certificate exceeds five days in the aggregate, the number of days in excess of five shall not be granted as sick leave, but shall be deducted from his annual recreation leave, or be granted without pay.

112. If any member is certified by the Police Medical Officer or by some other legally qualified medical practitioner, approved by the Chief Commissioner, to be suffering from pulmonary tuberculosis and to be probably curable, twelve months sick leave of absence may be granted on full pay. Such sick leave may be made conditional on the member undergoing treatment in a specified sanatorium when so recommended by the Police Medical Officer or other approved practitioner. Any leave so granted in excess of the amount standing to his credit shall not be regarded as a debit against the member. Where any member who has received sick leave of absence as aforesaid is not so far recovered as in the opinion of the Police Medical Officer or other approved practitioner to be able to resume his duties, and the Police Medical Officer or other approved practitioner is of the opinion that the member should receive further treatment and is probably curable, such member may be granted such further leave on such terms and conditions as the Chief Commissioner may determine.

113. If any member is certified by the Police Medical Officer to be suffering from poliomyelitis, or the after effects thereof, and to be unfit for duty, leave of absence may be granted for six months on full pay and three months on half pay. Any leave so granted in excess of the amount standing to his credit shall not be regarded as a debit against such member, and on his resumption of duty he shall be entitled to a total initial credit of not less than fifteen days.

114. Where the Chief Commissioner has reason to believe that a member is in such a state of health as to render him a danger to his fellow members, he may require such member to furnish a report as to his condition from an approved legally qualified medical practitioner, or may require him to submit himself for examination to the Police Medical Officer.

115. Upon a receipt of a medical report, the Chief Commissioner may direct the member to absent himself from his duties for a specified period, or if already on leave of absence, to continue on leave for a specified period, and any such absence shall be regarded as sick leave.

116. Any member who contracts an infectious or contagious disease shall report the matter to the Chief Commissioner without delay, whereupon he shall be granted the usual terms of sick leave provided that if so instructed by the Chief Commissioner, he presents himself when directed for medical treatment. Where a member contracts an infectious or contagious disease and fails to report the fact as provided, he shall not be entitled to sick leave with pay under the provisions of this Sub-Division.

117. Any member who is ill may on application attend the police hospital for medical examination, and subject to the provisions of paragraphs 105 and 106 hereof, male members may receive treatment subject to payment of the fees as fixed by the Governor in Council.

118. The Chief Commissioner may order any member to attend at the police hospital for medical examination, and where such member so attends under the order of the Chief Commissioner, such medical examination shall be free of charge.

119. Any member who is ill and unfit for duty shall notify the Officer in Charge of the Station to which he is attached of his inability to attend for duty and the nature of his ailment. Such notification shall, where practicable, be made half an hour before the time fixed for the commencement of such member's duty.

120. Any member who is the Officer in Charge of a station and who is ill and unfit for duty shall report the fact as soon as practicable to the Officer in Charge of the district or division to which he is attached.

121. Where a member is continuously absent from duty on account of illness beyond a period of thirteen weeks, he shall not be permitted to resume duty until the Police Medical Officer or some other approved legally qualified medical practitioner has certified that he is fit to resume duty.

122. In cases of serious illness or where other justifiable cause exists the Chief Commissioner may approve of sick leave for a period not exceeding three months being granted on the recommendation of the Police Medical Officer or other approved legally qualified medical practitioner.

123. Where a member is absent on account of sickness, injury or disability which is proved to be simulated, or such absence arises from improper or vicious conduct or excessive indulgence in alcohol or improper or illegal practice, he shall not be entitled to sick leave with pay under the provisions of this Sub-Division.

124. Where the Chief Commissioner has doubts as to the cause of illness or the reason for absence he may, before accepting a medical certificate, refer such certificate to the Police Medical Officer for report, or order the member concerned to attend the Police Medical Officer for examination.

125. Any member who is able and fails to attend the Police Medical Officer when so instructed by the Chief Commissioner shall not be entitled to sick leave with pay under the provisions of this Sub-Division.

126. The Chief Commissioner, notwithstanding anything in this Sub-Division, where he is of the opinion that any member is unfit through his mental or physical condition to continue in the Police Force, may direct that such member be examined by the Police Medical Board.

127. (1) For the purpose of sick leave under this Sub-Division, "service" means continuous service, inclusive of any period of absence on leave. In determining at any time the amount of sick leave standing to the credit of a member who has been absent on leave without pay (other than for the purpose of service with any Naval, Military or Air Expeditionary Force, or the Commonwealth Defence Force) continuously for a period extending beyond six months, the portion of such period in excess of six months shall not be counted as service.

(2) Any member who, under the provisions of the Commonwealth National Service Acts, is required to render service with the Citizen Forces, and who, while so serving sustains injury or contracts illness necessitating his absence from duty beyond the period of leave granted by the Chief Commissioner under the provisions of the Police Regulations, may be granted leave on the following terms:—

- (i) If compensation is not paid to the member by the Department of Defence in respect of such absence, the leave may be granted as sick leave.
- (ii) If compensation is paid and is equal to or exceeds the amount of pay which the member would have received had he been granted sick leave, the leave shall be granted without pay.
- (iii) If compensation is paid and is less than the amount of pay which the member would have received had he been granted sick leave, he may be paid an amount equal to the difference, and his sick leave credit reduced as if he had been granted such sick leave for such number of days as is appropriate to the amount of the difference.

128. The provisions of this Sub-Division shall be read and construed so as not to deprive any member of any pension or benefit to which he is entitled under the provisions of the *Police Regulation Act 1958*.

129. If a member recovers or receives at law or by settlement or under the *Workers Compensation Act 1958*, compensation or benefit which, in the opinion of the Police Service Board, is substantially the same as is provided for him in this Determination, he shall not be entitled to substantially the same benefit under this Determination in addition to such compensation or benefit.

SUB-DIVISION III.

Anzac Day.

130. For the purposes of this Sub-Division the words "discharged serviceman" means any member who served as a member of the Naval, Military or Air Forces of Her Majesty or the Commonwealth or any of Her Majesty's Dominions in a theatre of war, as prescribed by regulations made under and in accordance with the *Discharged Servicemen's Preference Act 1943*, or in a theatre of war in the hostilities which commenced in Korea in the year One thousand nine hundred and fifty.

131. Every member who is a discharged serviceman shall be granted leave of absence on Anzac Day without any deduction from his pay and allowances. If he is required to perform his duty on Anzac Day, such member shall be granted a day's leave in respect of duty performed on that day.

DIVISION VII.

Government Premises.

132. If a member is provided with and allocated government premises for his use, there shall be deducted from his total remuneration, for rental in respect of such premises, an amount determined as hereafter provided.

133. The amount to be deducted for rental shall be 10 per centum of his annual salary (less the sum of £523) and of such of the allowances for the performance of Special Duties paid in accordance with the provisions of Sub-Division I., Division III., of this Determination as are received by him, to which amount arrived at by way of percentage a further sum of £16 shall be added.

134. If any member is dissatisfied with the amount deducted or to be deducted for rental of government premises, he may make a claim to the Board which, upon hearing his claim shall determine the amount to be deducted.

135. This Determination shall come into operation upon the 15th day of November, 1963.

Dated the 15th day of November, 1963.

J. F. MULVANY,

A Judge of the County Court of Victoria;
Chairman and Member of the Police
Service Board.

D. S. RAMAGE,

Member of the Police Service Board.

W. J. McLAREN,

Member of the Police Service Board.

In accordance with the provisions of the *Police Regulation Act 1958*, I hereby certify that the foregoing is a true copy of Determination No. 107, made on the 15th day of November, 1963, pursuant to such Act by the Police Service Board.

P. G. CANTY,

Secretary to the Police Service Board.

FIRST SCHEDULE.

Number of Determination.	Date of Publication in <i>Government Gazette</i> .
85	25th October, 1960.
86	9th November, 1960.
87	30th November, 1960.
88	6th January, 1961.
89	25th January, 1961.
90	31st May, 1961.
91	21st June, 1961.
92	5th July, 1961.
93	26th July, 1961.
94	16th August, 1961.
95	6th December, 1961.
96	16th May, 1962.
97	23rd May, 1962.
98	27th June, 1962.
99	18th July, 1962.
100	29th August, 1962.
101	26th September, 1962.
102	21st November, 1962.
103	19th December, 1962.
104	15th May, 1963.
105	5th June, 1963.
106	17th July, 1963.

SECOND SCHEDULE.

CATEGORY A.

Station.	Annual Allowance.	
	(If single.) £	(If married.) £
Apsley, Bendoc, Benambra, Buchan, Cann River, Corryong, Dartmoor, Edenhope, Manangatang, Mitta Mitta, Mount Beauty, Murrayville, Omeo, Piangil, Robinvale, Swift's Creek, Underbool, Walwa, Werrimull, Wood's Point	25	40

CATEGORY B.

Station.	Annual Allowance.	
	(If single.) £	(If married.) £
Apollo Bay, Balmoral, Beech Forest, Branhholme, Bruthen, Casterton, Dederang, Goroke, Harrow, Heywood, Jamieson, Lake Boga, Macarthur, Merbein, Merino, Mildura, Nyah West, Orbost, Ouyen, Port Campbell, Red Cliffs, Sea Lake, Speed, Tallangatta, Timboon, Ultima	15	25

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