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VICTORIA  
GOVERNMENT GAZETTE

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*Police Regulation Act 1958.*

POLICE FORCE OF VICTORIA.

DETERMINATION NO. 179 OF THE POLICE SERVICE BOARD.

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 9–15.

Sub-Division II.—Uniform. Paragraphs 16–19.

Sub-Division III.—Civilian Clothing. Paragraph 20.

Sub-Division IV.—Light. Paragraph 21.

Sub-Division V.—Higher Duties. Paragraphs 22–24.

Sub-Division VI.—Compensatory. Paragraphs 25–30.

Sub-Division VII.—Overtime. Paragraphs 31–41.

Sub-Division VIII.—Travelling and Incidental. Paragraphs 42–62.

Sub-Division IX.—Mileage Rates. Paragraphs 63–69.

Sub-Division X.—Police College. Paragraph 70.

Sub-Division XI.—Remote Districts. Paragraph 71.

DIVISION IV.—Hours of Duty and Overtime. Paragraphs 72–81.

DIVISION V.—Leave.

Sub-Division I.—Recreational Leave. Paragraphs 82–84.

Sub-Division II.—Sick Leave. Paragraphs 85–117.

Sub-Division III.—Anzac Day. Paragraphs 118–119.

DIVISION VI.—Government Premises. Paragraphs 120–128.

## DIVISION I.

## DEFINITIONS AND PRELIMINARY.

- Revocation. 1. The Determinations of the Police Service Board mentioned in the First Schedule to this Determination are hereby revoked and this Determination is substituted in their stead.
- Definitions. 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 Chief 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 but does not include a member of the Vice Squad or the Forensic Science Laboratory.
- “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 owned or leased by the Crown and
- which are provided for use by and allocated to a member of the Force appointed to a District, Division or Sub-District and which, in the opinion of the Chief Commissioner, the member should occupy in order to discharge his duties efficiently; or
  - which are part of or in the vicinity of 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; or
  - which comprise quarters or barracks.
- “Officer” means any Chief Superintendent, Superintendent, Chief Inspector, Inspector, or (unless expressly stated otherwise) Station Officer.
- “Qualified accountant” means a member who has qualified by examination to become an Associate or a member of any organization of Accountants approved by the Police Service Board or holds a degree or diploma in accountancy from a university or from any other educational establishment which is accepted by any such approved organization of Accountants. (The Police Service Board has accepted the Australian Society of Accountants as an approved organization of Accountants.)
- “Sub-Officer” means any Senior Sergeant or Sergeant.
- “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:—
- Division I.
  - Paragraph 8 of Division II.
  - Paragraph 19 of Sub-Division II, of Division III.
  - Sub-Division VIII, of Division III.
  - Division IV.
  - Sub-Divisions I, and II, of Division V.
6. Where any doubt exists concerning the meaning or effect of any provision contained in any Determination the member concerned, the Chief Commissioner or the Police Association may, upon application in writing,

Police  
Cadets—  
Provisions  
applying to.

Interpretation  
of Deter-  
minations.

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 a member designated in this paragraph shall be in accordance with the following scale:—

## SCALE OF ANNUAL SALARIES.

(a)		Officers.		Salary per Annum.	Salaries— Officers.
Rank.				\$	
Chief Superintendent	..	..	..	10,700	
Superintendent	..	..	..	9,950	
Chief Inspector	..	..	..	8,950	
Inspector	..	..	..	8,575	
Station Officer	..	..	..	6,660	

(b)		Sub-Officers.		Salary per Annum.	—Sub- Officers.
Rank.				\$	
Senior Sergeant	..	..	..	6,430	
Sergeant	..	..	..	5,590	

(c)		Senior Constables and Constables.		Salary per Annum.	—Senior Constables and Constables.
Rank.				\$	
Senior Constable—					
During twelfth year of service and after	..	..	..	4,850	
During eleventh, tenth, ninth, eighth and seventh years of service	..	..	..	4,730	
During sixth and fifth years of service	..	..	..	4,660	
During fourth and third years of service	..	..	..	4,590	
During second and first years of service	..	..	..	4,520	
Constable—20 years of age and over—					
During seventh year of service and after	..	..	..	4,300	
During sixth and fifth years of service	..	..	..	4,240	
During fourth and third years of service	..	..	..	4,125	
During second year of service	..	..	..	3,950	
During first year of service	..	..	..	3,825	
Constable—under 20 years of age—					
19 years of age	..	..	..	3,613	
Under 19 years of age	..	..	..	3,513	

(d) For the purposes of sub-paragraph (c) of this paragraph—

(i) a Senior Constable who was of the rank of First Constable and became a Senior Constable as the result of the operation of Section 2 of the *Police Regulation (Amendment) Act 1971* shall be credited with his years of service in the rank of First Constable.

(ii) a person who has been re-appointed to the Force in the rank of constable after having ceased to be a member of the Force for a period of not more than five years shall be credited with the years of his previous service, up to a maximum of seven years, for the purposes of his salary as a constable, but for no other purpose under this Determination.

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.	Salary per Annum.	
	(If Single.)	(If Married.)
	\$	\$
At sixteen years	1,726	2,491
At seventeen years	2,070	2,576
At eighteen years	2,418	2,887

Salaries—  
Police  
Cadets.

DIVISION III.

SUB-DIVISION I.—ALLOWANCES FOR THE PERFORMANCE OF SPECIAL DUTIES.  
MELBOURNE DISTRICT.

*General.*

Allowances—  
Melbourne  
District.

9. (a) 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. \$
Officer in Charge .. .. .	362.33
Deputy Officer in Charge .. .. .	362.33
Prosecutors—City Court, Melbourne .. .. .	362.33
Coroner's Assistant .. .. .	294.40
Sub-Officer in Charge, Russell-street Station .. .. .	135.88
Sub-Officer in Charge, Law Courts .. .. .	67.95

*Licensing Branch and Gaming Branch.*

(b) There shall be paid to a member while performing duties as a member of the Licensing Branch or Gaming Branch an allowance at the following rate:—

Rank or Position.	Allowance per Day. c
Sub-Officers .. .. .	80
Senior Constables and Constables .. .. .	50

*Companies Office.*

(c) There shall be paid to a member while performing duties as a member of the Companies Office, Law Department, Melbourne an allowance at the following rate:—

Rank or Position.	Annual Allowance. \$
Sub-Officers .. .. .	203.83
Senior Constables and Constables .. .. .	113.24

*Observation Squad.*

(d) There shall be paid to a member while performing the duties of a member of the Observation Squad with the Criminal Investigation Branch an allowance at the following rate:—

Rank or Position.	Annual Allowance. \$
Senior Constables and Constables—	
After the first three months .. .. .	181.16
During first three months .. .. .	135.88

*Parks and Gardens Patrol.*

(e) There shall be paid to a member while performing the duties of a member of the Parks and Gardens Patrol for the City of Melbourne an allowance at the following rate:—

Rank or Position.	Allowance per Day. c
Senior Constables and Constables .. .. .	35

*Traffic and Patrol Division.*

(f) (i) 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. \$
Officer in Charge .. .. .	362.33

(ii) There shall be paid to a member while performing the duties of a member of the Traffic and Patrol Division an allowance at the following rate:—

Rank or Position.	Allowance per Day. c
Sub-Officer in Sub-Charge .. .. .	50
All other Sub-Officers, Senior Constables and Constables .. .. .	30

All Sub-Officers, Senior Constables and Constables stationed at Melbourne District Traffic and Patrol Division and who have qualified at the Melbourne District Traffic Training School or the Traffic Control Training School, while performing active foot duties in the Traffic and Patrol Division, in addition to any existing allowance under this Determination .. .. .	40
Sub-Officer, 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 Determination ..	15

CRIMINAL INVESTIGATION BRANCH.

General.

10. (a) There shall be paid to a member 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.
	\$
Officer in Charge .. .. .	362.33
Other Officers .. .. .	362.33
Members who are qualified accountants and attached to the Law Department to conduct company and other special investigations as directed by the Attorney-General (in addition to any other Special Duties Allowance) ..	500.00
Members who are qualified accountants and attached to the Company Squad (in addition to any other Special Duties Allowance) ..	500.00

Detectives.

(b) There shall be paid to a member while performing the duties of a Detective an allowance at the following rate:—

Rank or Position.	Allowance per Day.
	c
Senior Sergeants and Sergeants .. .. .	100
Senior Constables and Constables—	
Third and subsequent years in branch ..	85
First and second years in branch .. ..	50

Forensic Science Laboratory.

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

Rank or Position.	Allowance per Day.
	c
Officer or Sub-Officer in Charge under the Director and responsible for administration .. .. .	85
Members during third and subsequent years, who are certified by the Director to be qualified for their special duties .. .. .	80
Members during second year who are certified by the Director to be qualified for their special duties ..	50
Members during first year .. .. .	35

(ii) There shall be paid to a member appointed by the Chief Commissioner to the Forensic Science Laboratory who is certified by the Director of the Norman McCallum Police Forensic Science Laboratory to be qualified for and who undertakes the duties of or duties equivalent to those of a Scientific Officer Class SO-3 within the meaning of the Public Service (Public Service Board) Regulations, and whilst occupying that position, an allowance (inclusive of any other Special Duties Allowance) equivalent to the amount by which the salary for the position of such a Scientific Officer Class SO-3 as fixed from time to time by the Public Service Board exceeds the salary and allowances, except the allowance for uniform, prescribed or hereafter to be prescribed for the rank of such member by any Determination of the Police Service Board.

(iii) A member to whom the provisions of part (ii) of this sub-paragraph applies shall first receive the salary prescribed by sub-division 1 of Class SO-3, and shall receive the yearly increments, if any, prescribed for such class.

(iv) For the purposes of sub-paragraph (c), 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.

*Vice Squad.*

(d) There shall be paid to a member while performing duties as a member of the Vice Squad an allowance at the following rate:—

Rank or Position.	Allowance per Day.
	c
Sub-Officers .. .. .	80
Senior Constables and Constables .. .. .	50

INFORMATION BUREAU.

*General.*

Allowances—  
Information  
Bureau.

11. (a) 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. Rank or Position.	Second Column. Annual Allowance. \$
Officer in Charge .. .. .	362.33
Officer in Sub-Charge .. .. .	362.33

*Fingerprint—Records Section.*

(b) (i) 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. Rank or Position.	Second Column. Annual Allowance. \$
Officer in Charge of the Section who is a Fingerprint Expert .. .. .	362.33

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

Rank or Position.	Allowance per Day.
	c
Members of the Section who are Fingerprint Experts performing fingerprint duties .. .. .	75
Other members of the Section training to perform or performing fingerprint duties .. .. .	45

*Modus Operandi.*

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

Rank or Position.	Allowance per Day.
	c
Members in their sixth and subsequent years of modus operandi duties .. .. .	60
Members during first to fifth years inclusive of modus operandi duties .. .. .	35

*Communications Section.*

(c) There shall be paid to a member while occupying the position specified in the first column hereunder, an allowance (inclusive of any other Special Duties Allowance) set forth in the second column:—

First Column. Rank or Position.	Second Column. Annual Allowance. \$
Officer in Charge .. .. .	362.33
Communication Controller .. .. .	362.33
Senior Sergeant supervising Communications Section—	
Second and subsequent years in Section .. .. .	294.40
First year in Section .. .. .	226.45

Sergeants operating D.24 Control Room—	
Second and subsequent years in Position ..	294.40
First year in Position .. .. .	226.45
Wireless Operators—	
Second and subsequent years in Position ..	226.45
First year in Position .. .. .	181.16

*Victoria Dock Police Station.*

(d) (i) There shall be paid to a member while occupying the position specified in the first column hereunder, an allowance which, together with any allowance not provided by this Determination (other than a prosecuting allowance) paid for performing duties at this station, shall be at the rate set forth in the second column:—

First Column. Rank or Position.	Second Column. Annual Allowance. \$
Officer in Charge .. . . .	362.33

(ii) There shall be paid to a member while performing duties at the Victoria Dock Police Station an allowance which, together with any allowance not provided by this Determination (other than a prosecuting allowance) paid for performing duties at this station, shall be at the following rate:—

Rank or Position.	Allowance per Day.
	c
Sub-Officer in Sub-Charge .. . . .	85
Other Sub-Officers .. . . .	80
Senior Constables and Constables .. . . .	50

*Search and Rescue Squad.*

(e) (i) There shall be paid to a member of the Search and Rescue Squad allowances (inclusive of any other Special Duties Allowance) at the following rate:—

Rank or Position.	Allowance per Day.
Sub-Officers, Senior Constables and Constables—	c
(a) while performing duties other than those referred to in sub-paragraph (b) hereof ..	50
(b) while engaged in actual search or rescue duties, for any day or part thereof, in addition to the allowance under sub-paragraph (a) hereof .. . . .	60

(ii) There shall be paid to a reserve member of the Search and Rescue Squad allowances (inclusive of any other Special Duties Allowance) at the following rates:—

Rank or Position.	Allowance per Day.
	c
Sub-Officers, Senior Constables and Constables—	
(a) while engaged in a training or instructional course associated with that squad ..	50
(b) while engaged in actual search or rescue duties in association with a member of that squad for each day or part thereof .. . . .	110

**TRAFFIC AND TECHNICAL DEPARTMENT.**

*General.*

12. (a) (i) 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. Rank or Position.	Second Column. Annual Allowance. \$
Chief Technical Officer .. . . .	362.33
Officer in Charge Research and Planning Division .. . . .	362.33

(ii) There shall be paid to a member appointed by the Chief Commissioner to the Research and Planning Division to perform the duties of a Systems Analyst/Programmer in the field of electronic data processing, and whilst occupying that position, an allowance (inclusive of any other Special Duties Allowance) equivalent to the amount by which the sums

Allowances—  
Traffic and  
Technical.

of \$5,926 for the first year, \$6,090 for the second year and \$6,255 for the third and subsequent years of service in the performance of such duties exceed the salary and allowances, except the allowance for uniform, prescribed or hereafter to be prescribed for the rank of such member by any Determination of the Police Service Board.

*Traffic Control Branch.*

(b) 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. Rank or Position.	Second Column. Annual Allowance.
	\$
Officer in Charge of Branch .. .. .	362.33
Officer in Sub-Charge of Branch .. .. .	362.33
Supervising Officers .. .. .	362.33
Prosecutions Authorizing Officer .. .. .	362.33
	Allowance per Day.
	c
Assistant Prosecutions Sub-Officers—	
During second and subsequent years .. .. .	80
During first year .. .. .	60
Supervising Sub-Officer .. .. .	55
All other Sub-Officers, Senior Constables and Constables .. .. .	30

*Mobile Traffic Section.*

(c) (i) 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. Rank or Position.	Second Column. Annual Allowance.
	\$
Officer in Charge .. .. .	362.33
Officer in Charge of the Central Division .. .. .	362.33
Officer in Charge of the Southern Division .. .. .	362.33
Officer in Sub-Charge of the Central Division .. .. .	362.33

(ii) There shall be paid to a member while performing duties in the Mobile Traffic Section an allowance at the following rate:—

Rank or Position.	Allowance per Day.
	c
Sub-Officers, Senior Constables and Constables while performing active patrol duties—	
During third and subsequent years .. .. .	60
During first and second years .. .. .	45
All other Sub-Officers, Senior Constables and Constables .. .. .	30

*Motor Boating Squad.*

(d) There shall be paid to a member while performing active patrol duties as a member of the Motor Boating Squad (exclusive of stand-by periods, training exercises and instructional courses), for each day or part thereof an allowance (in addition to any other Special Duties Allowance) at the following rate:—

Rank or Position	Allowance per Day or part thereof.
	c
Sub-Officers, Senior Constables and Constables .. .. .	.20

*Central Licence and Registration Office.*

(e) There shall be paid to a member while performing duties in the Central Licence and Registration Office an allowance at the following rate:—

Rank or Position.	Allowance per Day.
	c
Sub-Officer in Charge .. .. .	50
All other Sub-Officers, Senior Constables and Constables .. .. .	30



*Transport Branch.*

(f) (i) 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. Rank or Position.	Second Column. Annual Allowance. \$
Officer in Charge .. .. .	362.33
	Allowance per Day. c
Sub-Officer in Sub-Charge .. .. .	60

(ii) 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. c
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*Transport Section.*

Sub-Officers, Senior Constables and Constables who are qualified to drive Police vehicles—

During first and second years in Section ..	40
During third and subsequent years ..	45

*Workshop Section.*

Sub-Officer in Charge who is an approved motor mechanic .. .. .	55
All other Sub-Officers, Senior Constables and Constables who are approved motor mechanics ..	40

*Motor Driving School and Vehicle Safety Testing School.*

Sub-Officer in Charge .. .. .	60
Instructors .. .. .	50

*Motor Vehicle Roadworthiness Supervisors.*

Sub-Officer in Charge .. .. .	50
Sub-Officers, Senior Constables and Constables appointed as and performing the duties of supervisors under the provisions of the <i>Motor Car (Roadworthiness) Act 1963</i> .. .. .	45

*Breath Analysis Section.*

(g) (i) 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. c
Sub-Officer in Charge .. .. .	80
Other Sub-Officers .. .. .	75
Senior Constables and Constables—	
Second and subsequent years in Section ..	70
First year in Section .. .. .	55

*Breath Analysing Instrument Operators.*

(ii) 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 or part thereof. c
Sub-Officers .. .. .	75
Senior Constables and Constables .. .. .	70

*Radio Maintenance Division.*

(h) (i) There shall be paid to the Officer or Sub-Officer in Charge and being an "Experienced Engineer" as defined in the Professional Engineers Award 1964 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, 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 the rank of such officer or sub-officer by any Determination of the Police Service Board.

(ii) There shall be paid to the Officer or Sub-Officer in Charge who is not an "Experienced Engineer" within the meaning of part (i) of this sub-paragraph an allowance (inclusive of any other Special Duties Allowance) at the rate of \$2.50 per day.

(iii) There shall be paid to a member while performing duties as a Radio Technician and being the holder of at least a Radio Mechanic's Certificate of Proficiency, an allowance (inclusive of any other Special Duties Allowance) at the following rate:—

	Allowance per Day.
	\$
Fifth and subsequent years in Division	2.10
Third and fourth years in Division	1.50
First and second years in Division	1.20

**POLICE TRAINING ACADEMY.**

*General.*

Allowances—  
Training  
Academy.

13. (a) 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. Rank or Position.	Second Column. Annual Allowance.
	\$
Officer in Charge, Police Training Academy	362.33
Officer in Charge, Training Division	362.33
Officer in Charge, General Division	362.33
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)	496.00
Instructors 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.)	496.00
Instructors 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)—	
Officers	317.04
Sub-Officers	226.45
Law Instructor, Police Training Academy	226.45
Instructor in Drill, Education or Youth Leadership Police Training Academy	158.51
Assistant Instructors in Drill, Education or Youth Leadership, Police Training Academy	135.88
Assistant Law Instructors, Police Training Academy—	
First year	135.88
Second year and after	181.16
Instructors employed in primary or secondary training not attached to Police Training Academy (inclusive of any other Special Duties Allowance)	90.58

*Mounted Police.*

(b) There shall be paid to a member attached to the Mounted Branch while performing active mounted duties an allowance (inclusive of any other Special Duties Allowance) at the following rate:—

Rank or Position.	Allowance per Day.
	c
Sub-Officers	60
Senior Constables and Constables	50

PERSONNEL AND PUBLIC RELATIONS DIVISION.

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

Allowances—  
Personnel  
and Public  
Relations  
Division.

First Column. Rank or Position.	Second Column. Annual Allowance.
	\$
Officer in Charge	362.33
Editor, "Police Life"	250.00
Assistant Editor, "Police Life"	150.00

GENERAL.

15. (a) 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:—

Allowances—  
General.

First Column. Rank or Position.	Second Column. Annual Allowance.
	\$
Licensing Inspectors	362.33
Officer attached to the Chief Commissioner's Office to conduct special investigations as directed by the Chief Commissioner	362.33
Licensed Shorthand Writers not in receipt of any other allowance under this Division	135.88

Crime Car Squad.

(b) There shall be paid to a member while performing duties as a member of the Crime Car Squad an allowance at the following rate:—

Rank or Position.	Allowance per Day.
	c
Sub-Officers	80
Senior Constables and Constables	50

Crime Prevention Bureau.

(c) There shall be paid to a member while performing duties as a member of the Crime Prevention Bureau an allowance at the following rate:—

Rank or Position.	Annual Allowance.
	\$
Officer in Charge	362.33

Divisional Vans.

(d) There shall be paid to a member while performing active patrol duty in a Divisional Van for a period of not less than five hours on any day an allowance (inclusive of any other Special Duties Allowance) at the following rate:—

Rank or Position.	Allowance per Day.
	c
Sub-Officers, Senior Constables and Constables	45

Wireless Operators.

(e) There shall be paid to a member while occupying the position specified in the first column hereunder, an allowance (inclusive of any other Special Duties Allowance) at the rate set forth in the second column:—

First Column. Rank or Position.	Second Column. Annual Allowance.
	\$
Wireless Operators when not attached to the Communications Section, Russell-street, Melbourne	135.88

Police Bands.

(f) (i) There shall be paid to a member of the Victoria Police Brass Band or the Victoria Police Highland Pipe Band an allowance (inclusive of any other Special Duties Allowance) of \$1.85 per day in respect of each attendance of not less than four hours at an official Band Parade or an official Band practice.

(ii) For the purposes of this paragraph "an official Band Parade" shall include each day of not less than four hours on which a Band is necessarily absent from Melbourne attending a Band Parade.

SUB-DIVISION II.—ALLOWANCES FOR UNIFORM.

Allowances—  
Uniform—  
first year.

16. 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 Training Academy, 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 \$170.00.

Items.

Uniform	..	..	..	..	one
Extra trousers	..	..	..	..	one pair
Shirts	..	..	..	..	six
Buttons	..	..	..	..	seven
Helmet (white)	..	..	..	..	one
Boots	..	..	..	..	two pairs
Ties	..	..	..	..	two
Tie Bar	..	..	..	..	one
Belt	..	..	..	..	one
Cap	..	..	..	..	one
Socks	..	..	..	..	six pairs
Gloves (leather)	..	..	..	..	one
Pullover (blue)	..	..	..	..	one
Scarf (blue)	..	..	..	..	one
Shorts (P.T.)	..	..	..	..	two pairs
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 \$80.00.

Where a member is called upon during this period to commence National Service Training for a continuous period of not less than twelve months, the purchase of this uniform may be deferred until he resumes Police duty.

A member shall not be entitled to reimbursement under this paragraph after a period of six months from the date of his resumption.

- (c) If the member is attached to the Mounted Branch performing active mounted duty, or performing actual patrol duty in the Mobile Traffic Section, he shall be reimbursed in addition, the difference between the amount mentioned in sub-paragraphs (a) and (b) hereof, and the rates in paragraph 17 hereof.

Allowance—  
Uniform—  
after first  
year.

17. (a) 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:—

Rank or Position.	Annual Allowance.
	\$
Officers (not including Station Officers) .. .. .	180.00
Mounted Sub-Officers, Senior Constables and Constables attached to the Mounted Branch and performing active mounted duty .. .. .	180.00
Mounted Sub-Officers, Senior Constables and Constables and Sub-Officers, Senior 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 .. .. .	170.00
Station Officers, Sub-Officers, Senior Constables and Constables .. .. .	150.00

- (b) Where a member resumes duty after having served for not less than twelve months as a National Service Trainee, he shall be entitled, within six months from the date of resuming to reimbursement of the

cost of purchasing items of uniform clothing not exceeding \$20.00 and reimbursement of the cost of altering not more than two uniforms upon the Sub-Officer under who he is serving certifying the account and that the alterations were necessary.

18. (a) In each year of service after his first year, all Station Officers, Sub-Officers, Senior Constables and Constables stationed at the Melbourne District Traffic and Patrol Division who have qualified at the Melbourne District Traffic Training School, while performing active foot duties, 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 \$80.00. Such allowance is to be in addition to any other allowance under this Sub-Division.

Allowance—  
Uniform—  
Melbourne  
District  
Traffic and  
Patrol  
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.

19. A Police Cadet shall be paid the following allowances by way of reimbursement:—

Uniform  
allowance—  
Police  
Cadets.

(a) During first year after date of appointment and upon production of accounts, duly certified by the Officer in Charge, Police Training Academy, for the purchase by him of the following items of uniform clothing—the amount of their cost, but not exceeding \$170.00.

Items.

Uniform	..	..	..	..	one
Extra trousers	..	..	..	..	one pair
Shirts	..	..	..	..	six
Buttons	..	..	..	..	seven
Boots	..	..	..	..	two pairs
Ties	..	..	..	..	two
Tie Bar	..	..	..	..	one
Belt	..	..	..	..	one
Cap	..	..	..	..	one
Socks	..	..	..	..	six pairs
Gloves (leather)	..	..	..	..	one pair
Pullover (blue)	..	..	..	..	one
Scarf (blue)	..	..	..	..	one
Shorts (P.T.)	..	..	..	..	two pairs
"T" Shirts (P.T.)	..	..	..	..	two
Shoes (P.T.)	..	..	..	..	one pair

If he ceases to be a Police Cadet for any reason other than by transfer to a Recruit Training Squad, before the expiration of six months after appointment one-half of the amount so received by him shall be repayable and be repaid by the Police Cadet to the Police Department.

(b) After his transfer to a Recruit Training Squad and upon production of an account, duly certified by the Officer in Charge, Police Training Academy, for the purchase by him of one uniform and extra pair of trousers—the amount of the cost thereof, but not exceeding \$80.00.

(c) During each year of service after his first year he shall be paid an annual allowance of \$150.00.

SUB-DIVISION III.—CIVILIAN CLOTHING ALLOWANCE.

20. 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 \$170.00 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.

Civilian  
Clothing  
Allowance.

SUB-DIVISION IV.—LIGHT.

21. Each married member, other than an Officer, who is required to occupy premises falling within part (b) of the definition of "Government Premises" and—

Light  
reimburse-  
ment.

(a) who pays for the office light shall be paid an allowance of \$12.00 per annum; or

(b) who does not pay for the office light, but pays for the light used in a room occupied by an unmarried member shall be paid an allowance of \$3.00 per annum for each room so occupied.

**SUB-DIVISION V.—ALLOWANCE TO MEMBER PERFORMING HIGHER DUTIES.**

Allowance—  
Higher Duties.

22. (a) Whenever a member is authorized by the Chief Commissioner or the Officer in Charge of the District to perform temporarily the duties of a rank or position higher than his own for a period or periods exceeding in the aggregate 14 days in any year, he shall be paid, for the period or periods during which he was performing such higher duties at a rate not less than the minimum salary and appropriate allowances (if any, but excluding any higher or additional uniform allowance appropriate to the higher rank or position), attached to the higher rank or position.

(b) If the Chief Commissioner or the Officer in Charge of the District, in any particular case, is satisfied that it was not practicable to obtain such authority before the higher duties were performed and that those higher duties were in fact reasonably performed by a member he may authorize payment for the performance of those higher duties.

(c) The Chief Commissioner may prescribe the form on which applications for such authority may be made, and issue any orders necessary to implement the provisions of this paragraph.

23. 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.

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

**SUB-DIVISION VI.—COMPENSATORY ALLOWANCES FOR OBLIGATION TO PERFORM SHIFT WORK, WORK ON SATURDAYS, SUNDAYS AND HOLIDAYS, AND FOR RECALL FROM RECREATION LEAVE.**

Compensatory  
Allowances.

25. Subject to the provisions of this 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).

—Rate.

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

Rank.	Annual Allowance.
	\$
Station Officers and Senior Sergeants	625.00
Sergeants	565.00
Senior Constables	455.00
Constables—	
20 years of age and over	410.00
Under 20 years of age	360.00

—Night shift.

27. In addition to the annual allowances provided in paragraphs 25 and 26, a member, not above the rank of Station Officer, who works on a rostered shift which extends for and over the five-hour period from midnight to 5 a.m. on any day shall be paid an allowance of 60 cents for each such shift so worked.

28. 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 22 hereof, shall not be paid the allowance under paragraphs 25, 26 and 27 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.

29. (a) A member of or below the rank of Station Officer, not being a detective or a member appointed to a one-man station, who is recalled for duty on a rest day, or during recreational leave shall be paid, in addition to his ordinary salary an allowance for such duty calculated in accordance with the provisions of sub-paragraph (b) of this paragraph. Recall  
to Duty.

(b) Such allowance shall be calculated as follows:—

(i) as to the rate—an allowance at a rate per hour determined in accordance with the following formula:—

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

80

and "Fortnightly Salary" shall exclude all allowances, including any allowance payable under paragraph 22 thereof.

Provided that, if any of such duty is performed in excess of eight hours within the periods and on the days referred to in part (b) of sub-paragraph (2) of paragraph 36, the rate for that excess shall be calculated in accordance with the rate set out in part (b) of that sub-paragraph.

(ii) as to time—subject to the provisions of part (iv) of sub-paragraph (c) of this paragraph, from the time the member commences to perform such duty until the time he completes that duty on that day or the next ensuing day, but in any event for a period of not less than four hours.

(c) For the purposes of this paragraph—

(i) "duty" shall not include any duty performed unless it was for a continuous period of not less than one half hour;

(ii) if a member is recalled for duty more than once on the same day, the periods of duty performed by him shall be added together and treated as one period for the purpose of determining whether or not the minimum period of four hours applies;

(iii) subject to the preceding provisions of this paragraph, the maximum period for which this allowance shall be paid in respect of duty performed on any one day is eight hours, unless in any particular case the Chief Commissioner authorizes payment beyond that time.

(iv) the following periods of time shall not be included—

(a) time spent travelling from or returning to the place from which the member is recalled to duty;

(b) any meal breaks; or

(c) any period of time off during the performance of such duty.

(v) "recall to duty" means a recall communicated to the member after he has commenced his rest day or recreational leave.

(d) 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 42, 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 55 hereof shall not apply to this sub-paragraph.

30. A member who receives payment pursuant to the provisions of paragraph 29 shall not be entitled to additional leave or time off for the period or periods to which that paragraph refers.

**SUB-DIVISION VII.—RATES OF PAY AND ALLOWANCES FOR OVERTIME DUTY AND DUTY PERFORMED ON A REST DAY, RECREATIONAL LEAVE AND TIME-OFF.**

31. This Sub-Division shall not apply to—

(a) a member above the rank of Station Officer, or, except for paragraph 33, to a Detective;

(b) recall for duty to which the provisions of paragraphs 29 and 30 apply; or

(c) interruption to a meal break to which the provisions of paragraph 78 apply.

" Overtime  
duty."

32. (1) For the purposes of this Sub-Division " overtime duty " means and includes—

- (a) any duty performed in excess of eight hours on any day other than a rest day or on a day of recreational leave;
- (b) any duty performed on a rest day or on a day of recreational leave;

but in either case does not include any duty performed unless it was for a continuous period of not less than one half-hour.

(2) Notwithstanding any other provision in this Determination, if a member performs duty which requires or includes attendance at a Court and if—

- (a) any part of such duty is performed within eight hours of ceasing night duty, such member shall be deemed to have performed a minimum of four hours overtime duty.
- (b) any part of such duty is performed not less than two hours before commencing day duty, such member shall be deemed to have performed a minimum of two hours overtime duty.

" Night  
duty."

For the purpose of this sub-paragraph " night duty " means a period of rostered duty of not less than five hours performed between 9 p.m. of one day and 7 a.m. of the following day.

Overtime—  
Detective.

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

Rank.	Annual Allowance.
	\$
Sub-Officers .. .. .	469.00
Senior Constables and Constables .. .. .	348.00

Such allowance shall be for duty he may perform in excess of eight hours on any day or in excess of eighty 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.

Overtime—  
one-man  
stations.

34. (1) A member appointed to a one-man station, during the time he is acting in such appointment, shall be paid an overtime allowance at the annual rate of \$275.00. Such allowance shall be paid for any duty he may perform in excess of eight hours on any day or on a rest day. It shall be cumulative upon any other allowance to which he is entitled under the provisions of this Determination. The following paragraph of this Sub-Division shall not apply to a member during the time he is in receipt of this annual allowance.

(2) (a) A member who relieves the member appointed to a one-man station during any period of the latter member's recreational leave or long service leave shall for each of such period be paid, pro rata, the annual allowance referred to in sub-paragraph (1) appropriate to the length of each period of such relieving duty. During any period in respect of which a relieving member receives pro rata allowance the following paragraphs of this Sub-Division shall not apply to him.

(b) The provisions of part (a) of this sub-paragraph shall not apply to any period of relieving duty of less than fourteen days continuous duration.

Overtime—  
Authority to  
perform.

35. The provisions of the following paragraphs of this Sub-Division shall apply only to overtime duty which either—

- (a) is expressly authorized or directed by an Officer (other than a Station Officer) before it is performed; or
- (b) when by reason of the exigencies of the service the prior approval of such an Officer could not be obtained, such overtime duty is approved of as soon as practicable after it was performed by such an Officer or by the Sub-Officer in charge of the station or branch to which the member performing the overtime duty is attached, and the approval of such Sub-Officer is confirmed by such an Officer.

Overtime—  
Time-off  
in lieu.

36. (1) A member who performs overtime duty shall, if the exigencies of the service permit, be given time off in lieu thereof as provided in paragraph 37 hereof.



(2) If a member is not given time off in lieu of all or any of the overtime duty he has performed, as provided in paragraph 37 hereof, he shall be paid an allowance for such overtime duty in respect of which time has not been given calculated as hereinafter provided, at the appropriate hourly rate set out hereunder:—

Overtime—  
Rate.

- (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:—

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

80

- (b) Such member who performs duty in excess of eight hours—

(i) between midnight on Friday and midnight on Saturday; or

(ii) between midnight on Saturday and midnight on Sunday; or

(iii) on any of the following days, namely Christmas Day (when such day does not fall on a Sunday), Good Friday, 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:—

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

80

(3) For the purposes of this paragraph "Fortnightly Salary" shall exclude all allowances, including any allowance payable under paragraph 22 hereof.

37. (1) (a) Subject to the exigencies of the service, a member shall be given an equivalent amount of time off in lieu of any overtime duty he has performed as soon as practicable after the overtime duty has been performed.

Time off.

(b) A member may be given the time off due to him in one or more periods and from time to time.

(2) If at the end of any calendar month a member has not been given time off in lieu of all or any of the overtime duty performed by him during that month, subject to the exigencies of the service he shall be given that time off to which he is still entitled within the two calendar months then next ensuing.

(3) If at the end of that period of two calendar months a member has not been given all the time off in lieu of overtime duty to which he was entitled at the beginning of that period, he shall be entitled to be paid at the appropriate rate specified in sub-paragraph (2) of paragraph 36 for the overtime duty he has performed during that month referred to in sub-paragraph (2) hereof and for which he has not then been given time off.

38. (1) A member who claims to be entitled to payment for overtime duty shall within fourteen days of being entitled to payment forward a claim for payment through the appropriate channels.

Overtime—  
Claim for  
payment.

(2) Such claim shall be made in the form prescribed by the Chief Commissioner and shall contain the information therein required. It shall be signed by the member making the claim and by the Officer or Officers who authorized or approved of the performance of the overtime duty for which payment is claimed and by the Sub-Officer who approved of the performance of the overtime duty (as the case may be).

(3) In any case in which it is not practicable to obtain the required signature of any Officer or Sub-Officer to the claim, the Chief Commissioner may authorize payment of the claim if he is satisfied that the overtime duty was properly and necessarily performed and was directed or authorized or approved of in accordance with the requirements of this Sub-Division.

(4) In any case in which the Chief Commissioner is satisfied that it was not practicable for a member to submit his claim within the time specified in sub-paragraph (1) of this paragraph, the Chief Commissioner shall authorize payment of the claim if it is submitted by that member as soon as it is practicable for him to do so.

Overtime—  
Member  
qualified for  
Higher Duty  
Allowance.

39. 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 22 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.

“Duty.”

40. For the purposes of this Sub-Division “Duty” shall include travelling from and returning to a member’s station in connection with some specific duty, but shall not include—

- (a) meal breaks, except as provided in paragraph 77 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 or Territory of the Commonwealth to take up interchange duty or travelling overseas on special duty or duty performed overseas, or in another State or in any such Territory.

41. The Chief Commissioner may require a member to keep such records, and may require such returns to be furnished, as the Chief Commissioner thinks fit for the purpose of giving effect to this Sub-Division.

#### SUB-DIVISION VIII.—TRAVELLING AND INCIDENTAL EXPENSES.

Travelling  
Expenses—

42. 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:—

—Duty out-  
side Victoria.

- (1) A member travelling on duty outside the State of Victoria:—
  - (a) (i) In all capital cities, including Canberra, in respect of each visit, for each day, but not more than three weeks, \$20.00 per day, and thereafter, three-quarters of the daily rate.
  - (ii) In all places other than capital cities, in respect of each visit, for each day, but not more than three weeks, \$13.60 per 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 \$15.00 per day during the period when so engaged.
- (c) A member travelling outside Australia for the purpose of attending a course of study or other duty shall be reimbursed personal expenses at the rate set out in the Third Schedule.
- (d) 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.

Travelling  
Expenses—  
Metropolitan  
area.

(2) (a) A member travelling on duty to the metropolitan area and required to stay overnight, for each full day, but not more than three weeks, \$20.00 per day, and thereafter, three-quarters of the daily rate.

(b) If the said period of absence is less than a full day but involves an overnight stay the member shall be allowed an amount calculated in accordance with the provisions of sub-paragraph (1) (d) of this paragraph.

## (3) A member 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—\$1.00
- (ii) for lunch purchased—\$1.10
- (iii) for dinner purchased—\$1.45

(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—\$1.00
- (ii) for lunch purchased—\$1.10
- (iii) for dinner purchased—\$1.45

(c) For over twelve hours and not exceeding 24 hours—\$3.25. —Accommodation.

(d) For one night, if he is required to pay for a bed—\$6.50.

(e) After the first night and up to three weeks inclusive, he shall be paid for each full day \$13.60; for part of a day 56 cents per 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—56 cents per hour.

(4) (a) In any case provided for in clauses (e) and (f) of sub-paragraph (3) hereof, if adequate accommodation, free of charge, is provided to a member, he shall be entitled to the sum of \$3.25 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.

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

(5) A member performing full-time duty at a mobile police station, during the period he is engaged on such duty, for each day or part of a day— —Mobile police station.

(a) if the mobile police station is fully equipped with bedding, cutlery, crockery and cooking utensils—\$3.25;

(b) if the mobile police station is not so equipped—\$4.50.

(6) (a) Subject to the provisions of other clauses of this sub-paragraph, transfer 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. —Transfer expenses.

(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 transfer 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 \$50.00 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, the sum of \$50.00 is not sufficient compensation, he may allow such further reasonable sum as he thinks fit.

(d) If members who are entitled to transfer expenses under this sub-paragraph and 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.

Travelling  
expenses—  
Journey  
by rail.

43. If a member 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 \$6.50 in respect of each night when such accommodation is provided.

—Food and  
sleeping  
accommoda-  
tion.

44. 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 75 cents per day or for any part thereof.

—Court.

45. 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 \$1.10.

Overtime—  
Meal  
allowance.

46. (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 \$1.00.

(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 \$1.10.

(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 \$1.45.

(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.

Living away  
from home  
allowance.

47. (1) If a married member who maintains his family satisfies the Chief Commissioner that during the first twelve months of service or following any transfer 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 \$14.00 per week during the time he is so required to live away from his family and is unable to secure such accommodation. Provided that no member shall receive any such allowance for a period longer than twelve calendar months.

(2) (a) A member in receipt of an allowance under sub-paragraph (1) hereof shall not be entitled to travelling expenses under paragraph 42 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.

—Police  
Cadets.

(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 salary rate, computed by reference to his annual salary, the Chief Commissioner may authorize payment of an allowance equal to one-half of the excess. If laundry services, lunch or tea are not provided by the proprietor of the establishment at which the Cadet boards the following charges may be added to the cost of board and lodging:—

(a) laundry charges not to exceed a maximum of \$1.00 per week; and

(b) cost of meals not to exceed a maximum of 40 cents for lunch and 80 cents for tea or \$1.20 for both meals on a seven day week basis.

No allowance shall be payable if the amount so determined is less than 50 cents.

The cost of board and lodging, including the items specified above, in excess of \$14.00 per week, shall be disregarded when calculating this allowance.

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

49. 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.

Travelling expenses—  
15 miles distance.

50. 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.

—Motor car and motor cycle patrols.

51. 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 20 miles of the Post Office situated at the corner of Bourke and Elizabeth Streets, Melbourne.

—"Metro-politan area."

52. 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.

—Boundaries of provincial cities.

53. 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.

—Incidental expenses.

54. 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 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-paragraph (3) of paragraph 42 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.

—Hours of "Day" and "Night".

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

—Not paid for duty at own station.

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

—Night.

57. (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.

—Authority of Chief Commissioner.

(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.

58. 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.

—Forwarding of claims.

59. 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.

—Travel first class except as escort.

—Advance of expenses.

60. 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.

—Member on retirement intending to live in Victoria.

61. 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.

—Intending to live outside Victoria.

62. Where a member intends making his permanent home outside the State of Victoria, then he shall before retiring on account of age or ill health be entitled so far only as to the Victorian border to the benefits for himself, his wife and dependent family provided for in paragraph 61.

SUB-DIVISION IX.

*Mileage Rates for Use of Private Motor Vehicles.*

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

Mileage Rates—  
"B" Pass.

(a) For members who are issued with the "B" Pass by the Victorian Government Motor Transport Committee authorizing the holder to obtain supplies of petrol and oil at Government rates—

	For the first	Mileage over
	5,000 miles in a	5,000 miles in a
	financial year.	financial year.
	A mile.	A mile.
	c	c
Motor Cars—		
17 h.p. and over ..	12.9	6.3
Under 17 h.p. ..	10.6	5.1
Motor Cycles with side-cars	5.3	2.6
Motor Cycles ..	4.6	2.2

(b) For members who are not issued with the "B" Pass referred to in sub-paragraph (a):—

	For the first	Mileage over
	5,000 miles in a	5,000 miles in a
	financial year.	financial year.
	A mile.	A mile.
	c	c
Motor Cars—		
17 h.p. and over ..	13.5	7.8
Under 17 h.p. ..	10.9	6.3
Motor Cycles with side-cars	5.6	3.3
Motor Cycles ..	4.9	2.7

(c) In addition to the allowances prescribed in sub-paragraph (b) hereof, members—

- (i) who are not issued with the "B" Pass referred to in sub-paragraph (a); and
- (ii) who do not exceed in any one financial year the maximum number of miles set out hereunder, shall be paid in respect of that financial year an additional amount calculated at the appropriate following rate:—

	For the first	Exceeding
	500 miles in a	500 miles but
	financial year.	not exceeding
	A mile.	1,500 miles in a
	c	financial year.
		A mile.
		c
Motor Cars—		
17 h.p. and over ..	15.2	1.1
Under 17 h.p. ..	3.9	1.1

(d) For bicycles—at the rate of 1.6c. per mile, irrespective of mileage.

64. In every claim made under paragraph 63 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. Make and horse-power.

65. 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. —Motor cycle sub-districts.

66. 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. —Excess of 10,000 miles.

67. 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. Increase of rate.

68. 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 may submit a claim to the Chief Commissioner for hire in accordance with the scale in paragraph 63 hereof. If the Chief Commissioner is satisfied that the use of the vehicle was warranted in the circumstances, he may allow such claim. Member not approved for motor car or motor cycle duty.

69. 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. —Vehicle not garaged at station.

SUB-DIVISION X.

*Police College.*

70. (1) There shall be paid to a member while occupying the position specified in the first column hereunder, an allowance (inclusive of any allowance payable under paragraph 13 hereof) at the rate set forth in the second column:— Police College Maintenance allowance.

First Column. Rank or Position.	Second Column. Annual Allowance.
	\$
Director of Studies . . . . .	362.33
Officer on the Directing Staff . . . . .	362.33

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

- (a) Whilst residing at the College, to an allowance of \$2.50 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—\$1.00;
  - (ii) lunch—\$1.00;
  - (iii) dinner—\$1.25.
- (c) To an allowance of 50 cents per day for incidental expenses for each day he is actually in attendance at the College.

SUB-DIVISION XI.

*Remote Districts.*

71. 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. Remote Districts Allowance.

DIVISION IV.

*Hours of Duty and Overtime.*

72. Each member shall perform the duties allotted to him during eight hours of each day of the week. Hours of Duty and Overtime.

73. 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. Rest Days.

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

Hours of duty.

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

Meal break.

76. 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.

Meal Break and Hours of duty.

77. 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.

Time off in lieu of meal break.

78. 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.

Performance of overtime.

79. 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.

Time off in lieu of overtime.

80. (1) When a member, other than a member referred to in sub-paragraph (2) hereof, is so required to perform his duties for any period in excess of eighty hours in any working fortnight, or when the Chief Commissioner is satisfied that circumstances required such a member to perform actual duties for any period in excess of eighty hours in any working fortnight, such member shall be allowed time off in lieu thereof as soon thereafter as is practicable.

(2) Sub-paragraph (1) of this paragraph shall not apply to a member to whom any of the provisions of Sub-Division VII. of Division III. apply.

"Working fortnight".

81. For the purpose of this Division "working fortnight" means a fortnight in respect of which the members' salaries are paid.

**DIVISION V.—LEAVE.**

**SUB-DIVISION I.**

*Recreational Leave.*

82. 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 40 days in each year. Such period of 40 days shall be deemed to include 10 rest days.

Leave-Year of Appointment.

83. 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 .. .. .	40
February .. .. .	37
March .. .. .	33
April .. .. .	30
May .. .. .	27
June .. .. .	23
July .. .. .	20
August .. .. .	17
September .. .. .	13
October .. .. .	10
November .. .. .	7
December .. .. .	4

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 10 days leave of absence for recreation in respect of each period of three months' completed service, or portion thereof pro rata, but the aggregate of any leave so granted shall not exceed 40 days in any one year.



84. 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 10 days leave of absence for recreation in respect of each period of three months or portion of three months completed service during such year, but the aggregate of any leave so granted shall not exceed 40 days in any one year.

Leave-Due on Discharge or Termination of Appointment.

#### SUB-DIVISION II.

##### *Sick Leave.*

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

Sick Leave.

86. 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.

—Conditions.

87. (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 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.

88. 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, special sick leave with full pay, up to but not exceeding eight days in the aggregate during any year of service, and from and inclusive of the 1st day of July, 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.

—Illness attributable to war service.

89. 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.

—Calculation of sick leave.

90. 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.

91. 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.

—In excess of 52 weeks.

92. Notwithstanding the provisions of paragraph 91 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 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.

—Injury or illness "on duty".

—Report of injury or illness.

93. 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.

—Medical treatment free of charge.

—On pay.

94. 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.

95. 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.

—“ Week ”.

96. 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.

—Furnishing medical certificate.

97. For a period exceeding three 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.

—Medical certificate not furnished.

98. 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.

—Pulmonary tuberculosis.

99. 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.

—Poliomyelitis.

100. 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.

—Power of Chief Commissioner to direct member to be medically examined.

101. 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.

—Member directed to take sick leave.

102. Upon 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.

—Reporting infectious or contagious disease.

103. 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 present 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.

104. Any member who is ill may on application attend the Police Hospital for medical examination, and subject to the provisions of paragraphs 94 and 95 thereof, male members may receive treatment subject to payment of the fees as fixed by the Governor in Council.

—Medical examination at Police Hospital.

105. 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.

—Compulsory medical examination.

106. 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.

—Report of member unfit for duty.

107. Any member who is 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.

—Report of Officer in Charge of Station unfit for duty.

108. 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.

—In excess of 13 weeks.

109. 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.

—Approval of Chief Commissioner not exceeding 3 months.

110. 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.

—Non entitlement.

111. 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.

—Doubt as to cause.

112. 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.

—Failure to attend Police Medical Officer.

113. 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.

—Direction to attend Police Medical Board.

114. 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.

—"Service".

115. Any member who 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:—

—Injury or illness while serving with Citizen Forces.

- (a) If compensation is not paid to the member by the appropriate Commonwealth Department in respect of such absence, the leave may be granted as sick leave.
- (b) 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.
- (c) 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 sick leave for such number of days as is appropriate to the amount of the difference.

116. 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*.

—Receipt of  
compensation.

117. 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.

Anzac Day.  
—“discharged  
serviceman”.

118. 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 operations which commenced in Korea in the year One thousand nine hundred and fifty or in the theatre of operations which commenced in Vietnam in the year One thousand nine hundred and sixty-two.

—Leave.

119. 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 VI.

##### Government Premises.

Government  
premises.

120. Each married member, who for the performance of his duties, is required by the Chief Commissioner to occupy Government premises, shall be provided with such premises for himself and his family.

Rental.

121. There shall be deducted from the salary of a member who is provided with and allocated Government premises for his use, for the rental of such premises, an amount determined as hereinafter provided.

Rate of  
Rental.

122. The amount to be deducted for rental for premises falling within part (a) of the definition of “Government premises” shall be 10 per centum of the annual salary (less the sum of \$1,046) of the member occupying such premises and of such of the allowance 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 \$32 shall be added.

Rate of  
Rental.

123. The amount to be deducted for rental for premises falling within part (b) of the definition of “Government premises shall be 3 per centum of annual salary of the member occupying such premises 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.

Alternative  
accommoda-  
tion.

124. When such Government premises are not available for occupation by the member on the day he is required to take over and perform the duties of the appointment for which such premises are provided, he shall be provided with suitable temporary premises until the Government premises are available for his occupation at the same rental that he would be required to pay for those Government premises.

125. If a member is required to live in private premises during the renovation or rebuilding of the Government premises provided for his use, he shall be provided with such private premises at the same rental that he would be required to pay if he was in occupation of those Government premises.

Quarters—  
single men.

126. Each member, who is not married, required by the Chief Commissioner to occupy premises falling within part (c) of the definition of “Government premises” (that is, quarters or barracks) shall be provided with—

- (a) a suitable room and furniture;
- (b) proper bedding, including mattress, pillow, rug, blankets and bed linen; and
- (c) fuel or proper heating facilities and light.

127. There shall be deducted for rental of the premises referred to in the last preceding paragraph, 3 per centum of the annual salary of a member occupying such premises 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. Quarters—  
Rental.

128. If a member is dissatisfied with the amount deducted or to be deducted for rental of government premises, he may make a claim to the Police Service Board, which upon hearing his claim, shall determine the amount to be deducted. Determina-  
tion of rental.

129. This Determination shall come into operation on the date on which section 2 of the *Police Regulation (Amendment) Act 1971* is proclaimed to come into operation. (15th December, 1971.)

Dated this 14th day of December, 1971.

BEN J. DUNN,  
A Judge of the County Court of Victoria,  
Chairman and Member of the Police  
Service Board.

J. G. BROWN,  
Member of the Police Service Board.

G. DAVIDSON,  
Member of the Police Service Board.

#### FIRST SCHEDULE.

Number of Determination.	Date of Publication in the <i>Government Gazette.</i>
160	19th March, 1970.
161	15th April, 1970.
162	15th April, 1970.
163	15th April, 1970.
164	27th May, 1970.
165	10th June, 1970.
166	10th June, 1970.
168	2nd September, 1970.
169	11th November, 1970.
171	18th November, 1970.
172	8th January, 1971.
173	8th January, 1971.
174	13th January, 1971.
175	17th February, 1971.
176	31st March, 1971.
177	11th August, 1971.
178	8th September, 1971.

#### 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, Werrimul, Wood's Point	\$ 60	\$ 100

##### CATEGORY B.

Station.	Annual Allowance.	
	(If single.)	(If married.)
Apollo Bay, Balmoral, Beech Forest, Branhholme, Bruthen, Casterton, Dederang, Elmhurst, Goroke, Harrow, Heywood, Jamieson, Lake Boga, Macarthur, Merbein, Merino, Mildura, Nyah West, Orbost, Ouyen, Port Campbell, Red Cliffs, Sea Lake, Speed, Tallangatta, Timboon, Ultima	\$ 35	\$ 60

#### THIRD SCHEDULE.

REIMBURSEMENT FOR PERSONAL EXPENSES OF MEMBERS TRAVELLING ABROAD.  
The rates of reimbursement of personal expenses for members travelling abroad shall be as follows:—

(a) While absent from Australia and travelling by transport which includes sustenance:

In all cases at the rate of \$2.00 per day.

(b) While absent from Australia and not travelling by transport which includes sustenance:

For details of daily allowances see appendix.

## INTERPRETATION.

(1) The rates quoted in the appendix do not apply to any case where a member is to be absent from Australia for a period greater than six months.

(2) The member is to meet from the travelling allowance specified in the appendix, personal living and incidental expenses associated with the overseas mission. The following charges will be borne separately by the Government:—

- (a) cost of conveyance to and from the overseas locality, and cost of conveyance on official business at that locality;
- (b) insurance premium on essential personal effects carried by the member of a value not exceeding \$400;
- (c) charges for official telephone calls made at the overseas locality;
- (d) charges for necessary health examinations, inoculations and vaccinations;
- (e) fees for necessary passports and visas; and
- (f) compulsory entry or exit fees, or imposts, of overseas authorities or governments.

(3) Where the travelling allowance rate is determined as "all-inclusive", all costs for accommodation, meal charges, service charges and incidental expenses are to be met by the member from it.

(4) Where the travelling allowance rate is determined as "the cost of accommodation and meals plus an amount specified for incidentals" or "the cost of accommodation plus an amount specified for meals and incidentals" the Government will meet the cost of accommodation plus any COMPULSORY service charge levied by the hotel. If the service charge is not compulsory it will not be paid by the Government.

(5) Where the full daily rate is not involved (e.g. on days of arrival or departure), payment should be made on a pro rata basis, having regard to the time of arrival or departure.

## APPENDIX.

## DAILY RATES OF REIMBURSEMENT FOR PERSONAL EXPENSES OF MEMBERS TRAVELLING ABROAD.

- Type "A" .. Rate is all inclusive.  
 Type "B" .. Rate is cost of accommodation and meals plus the amount specified for incidentals.  
 Type "C" .. Rate is cost of accommodation plus the amount specified for meals and incidentals.

Country.	Currency.	Type.	Up to \$A5,583 p.a.	Members in receipt of standard salary	
				Over \$A5,583 and up to \$A8,674 p.a.	Over \$A8,674 p.a.
Austria .. .. .	Schillings ..	A	500	600	700
Belgium .. .. .	Francs ..	A	1,000	1,150	1,300
Britain .. .. .	£ Sterling ..	A	5-15-0	7-5-0	9-0-0
Canada .. .. .	Can. \$ ..	A	24	27	30
Denmark .. .. .	Kroner ..	A	165	190	215
Fiji .. .. .	\$F ..	A	14	14-50	15
Finland .. .. .	F. MKS ..	A	90	105	120
France .. .. .	Francs ..	A	115	130	150
Germany .. .. .	D. Marks ..	A	74	85	96
Greece .. .. .	Drachmae ..	A	500	620	750
Hong Kong .. ..	H.K. \$ ..	A	117	137	157
Ireland .. .. .	£ Irish ..	A	5-15-0	7-5-0	9-0-0
Israel .. .. .	£ Is. ..	C	65	77	92
Italy .. .. .	Lira ..	A	12,000	14,500	17,000
Japan .. .. .	Yen ..	C	4,950	5,400	5,850
Lebanon .. .. .	£ L. ..	A	66	78	93
Malaysia .. .. .	\$ M. ..	A	62	67	75
Malta .. .. .	£ Sterling ..	A	7-3-0	8-8-0	9-13-0
Mexico .. .. .	Pesos ..	A	270	300	330
Netherlands .. ..	Florins ..	A	75	85	105
New Caledonia .. ..	C.F.P. Francs ..	C	900	960	1,050
New Zealand .. ..	\$ N.Z. ..	A	13-50	15-50	17-50
Singapore .. .. .	\$ M. ..	A	72	82	93
South Africa .. ..					
Johannesburg .. ..	Rand ..	A	18-50	19-50	20-50
Elsewhere .. .. .	Rand ..	A	15-50	17-00	18-50
Spain .. .. .	Pesetas ..	A	930	1,090	1,250
Sweden .. .. .	Kroner ..	A	118	133	148
Switzerland .. ..	Francs ..	A	95	100	110
Union of Soviet Socialist Republics ..	Roubles ..	C	14	16	18
United States of America ..	U.S.A. \$ ..	A	24	27	30
Other Countries .. ..	\$ A. ..	B	3-00	3-75	4-50