

(j) **Land-development Workers.**—Notwithstanding the provisions of subclause (e) above, time worked on essential seasonal work by a land-development worker on Christmas Day, Boxing Day, or New Year's Day shall be paid for at ordinary time rate, and in lieu of the holiday payment prescribed in subclause (d) above one day's leave on pay shall be granted for each such holiday worked.

7. ANNUAL HOLIDAYS

- (a) The principle of the Annual Holidays Act, 1944, shall be applied.
- (b) For annual holiday purposes a year shall be deemed to commence on the 1st January and end on the 31st December.
- (c) Unless there are exceptional circumstances, workers (other than land-development workers) shall take their annual holidays when work ceases for the Christmas - New Year holidays.
- (d) Annual holidays shall not be accumulated.
- (e) A worker absent on accident compensation, sick, or special leave (including leave for seasonal occupations) during the Christmas - New Year holidays shall take at an early convenient date after he resumes work the whole of the annual holidays due to him as at the 31st December.
- (f) Land-development workers shall take their annual holidays on the anniversary of their commencement with the Department. Where this would be inconvenient to the Department the annual holidays shall be taken at a time mutually agreed upon.
- (g) A land-development worker shall not be entitled to additional holidays for time worked between the date his holidays fell due and when they were taken by mutual arrangement, as his holidays will again fall due on the anniversary of his engagement.
- (h) Co-operative contract workers shall be paid for annual holidays at their appropriate day-wages rates of pay, and not at their average co-operative earnings rate.
- (i) Absence on compensation under the Workers' Compensation Act, 1922, shall count as time worked for the purposes of assessing annual holidays, provided the worker supplies satisfactory medical evidence that the disability is caused by the accident.
- (j) Subclause (i) above shall not apply to any worker who is disabled from working for more than the full year and does not resume work with the Department immediately he is certified fit to do so.
- (k) Where any worker is disabled from working for more than one full year and does resume work with the Department immediately he is certified fit to do so, subclause (i) above shall operate only from the commencement of the leave year in which he resumes work.

8. DEFINITIONS

- (a) **Axeman.**—A worker engaged in felling bush, squaring timber, or post or batten splitting. A worker merely using a slasher is not entitled to axeman's rate of pay. A worker selected to do axe work, shall be paid axeman's rate.
- (b) **Fencer.**—A worker capable of erecting a fence complete, and able to direct the work. Where, however, a worker is selected to do fencing because he is a capable fencer, he shall be paid at fencer's rate, whether he is employed on repairing fences or erecting new fences. A worker employed erecting stock enclosures or crop-breaks shall not be deemed to be a fencer.
- (c) **Handyman :—**
First Grade : A worker who, by reason of all-round knowledge and experience, can be relied upon to carry out efficiently various classes of work requiring almost as much technical knowledge and skill as work done by tradesmen.
Second Grade : A worker who, by reason of knowledge and experience, can be relied upon to carry out efficiently various classes of work requiring more skill and technical knowledge than work usually done by a skilled labourer.
- (d) **Labourer, Skilled.**—A worker who possesses and uses a degree of skill, derived from partial artisan training or from extra experience, which is not possessed by or required of an ordinary labourer.
- (e) **Tradesman :—**
First Grade : A worker who is able to set out and complete speedily and efficiently any and every kind of work within his trade.
Second Grade : A worker who by reason of incomplete training or limited skill or experience is capable of performing satisfactorily only a limited range of work within his trade, but possessing more skill and technical knowledge than a handyman.