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PORT MORESBY, WEDNESDAY, 27th JUNE

[2012

Employment Act 1978

EXEMPTION NOTICE

I, Martin Aini (MP), Minister for Labour & Industrial Relations in exercise of the powers conferred on me under Section 4 of the Papua New Guinea *Employment Act 1978* do hereby exempt employees of BAM Clough JV from the following requirements.

Section of PNG <i>Employment Act 1978</i>	Exemption
Section 49(93)(a)—if not working shift work, must be allowed a 24 hour break once per week.	Construction Supervision and Field Workers work a 10 hour day and our Foreign workforce are on a range of rotational rosters. In order to maintain continuity of work and in line with other typical construction projects, we propose that our Foreign based Construction team work a 13 day fortnight until the end of the project. Our SHES Team have a Fatigue Management Strategy and will actively monitor fatigue and appropriate re-hydration of all personnel.
Section 99—prohibits females working between 6 p.m. and 6 a.m.	BCJV employs women in professional and administrative positions. Some of these women may be required to work beyond 6 p.m. occasionally, but never on a continuous shift roster. BCJV requests an exemption to allow our female personnel to work outside the prescribed hours. All women required to work beyond 6 p.m. will be located within a secure compound and be provided with suitable transport to their Camp accommodation.

Dated this 21st day of June, 2012.

Hon. M. AINI, MP.,
Minister for Labour and Industrial Relations.

*Employment Act 1978***EXEMPTION NOTICE**

I, Martin Aini (MP), Minister for Labour & Industrial Relations in exercise of the powers conferred on me under Section 4 of the Papua New Guinea *Employment Act 1978* do hereby exempt employees of Orion Project Services (PNG) Limited from the following requirements.

Section of PNG <i>Employment Act 1978</i>	Exemption
Section 49(3)(a)—if not working shift work, must be allowed a 24 hour break once per week.	Construction Supervision and Field Workers, Ship and Rig crew contracted to clients, work an average 10 hour day and our workforce are on a range of rotational rosters. In order to maintain continuity of work and in line with other typical construction projects, we propose that our land based Construction team work a maximum 13 day fortnight during the agreed contract, whilst Ship and Rig based crews, by the very nature of the position must work 14 day fortnights within their contracted rotation. Our clients SHES Team have a Fatigue Management Strategy and will actively monitor fatigue and appropriate re-hydration of all personnel.
Section 99—prohibits females working between 6 p.m. and 6 a.m.	Our clients contract women in professional and administrative positions. Some of these women may be required to work beyond 6 p.m. occasionally, but never on a continuous shift roster. On this basis, Orion requests an exemption to allow our female personnel to work outside the prescribed hours. All women required to work beyond 6 p.m. will be located within a secure compound and be provided with suitable transport to their Camaccommodation.

Dated this 21st day of June, 2012.

Hon. M. AINI, MP.,
Minister for Labour and Industrial Relations.

*Employment Act 1978***EXEMPTION NOTICE**

I, Martin Aini (MP), Minister for Labour & Industrial Relations in exercise of the powers conferred on me under Section 4 of the Papua New Guinea *Employment Act 1978* do hereby exempt employees of Clough Curtain Joint Venture (CCJV) from the following requirements.

Section of PNG <i>Employment Act 1978</i>	Exemption
Section 99—prohibits females working between 6 p.m. and 6 a.m.	CCJV may wish to employ females in site based roles which may involve working continuous rosters at the PNG LNG Upstream Infrastructure construction project.
Section 49(3)(a)—if not working shift, must be allowed a 24 hour rest break once per week.	Construction workers work 10-12 hours per day and are typically on the following rosters: <ul style="list-style-type: none"> • 6 weeks on /2 weeks off (Site based) • 110 hours per fortnight (Pom, Lae based)
Section 48—defines “shift work” as work that is performed in three intervals of duty spread over 24 hours.	CCJV works 10-12 hours per shift. construction completion schedules will require some construction employees to work both day and night shifts.
Section 49(3)(b)—if working shift, must be allowed for 24 hour rest breaks within every 28 day period.	Construction employees work for 6 weeks and then have two week Rest and Recreation Leave (R&R).
Section 51 and S52—Overtime rates for working Sundays POM Common Rule. CI 3, 12 & 13—rates of pay, day workers and hours of work.	Staff employees are paid an all inclusive salary which includes all hours prescribed in the Term and Conditions of Employment. Hours outside of those prescribed will be paid at overtime rates. Wages employees are paid for each hour worked and overtime rates apply as per the Act.

Dated this 21st day of June, 2012.

Hon. M. AINI, MP.,
Minister for Labour and Industrial Relations.

*Employment Act 1978***EXEMPTION NOTICE**

I, Martin Aini (MP), Minister for Labour & Industrial Relations in exercise of the powers conferred on me under Section 4 of the Papua New Guinea *Employment Act 1978* do hereby exempt employees of Consolidated Contractors (PNG) Company Limited from the following requirements.

Section of PNG <i>Employment Act 1978</i>	Exemption
Section 48 relating to shift hours.	CCC proposes a 12 hour shifts for maintenance and operations technicians, and some administrative supervisors.
Section 49(3)(a) & (b) relating to hours of work.	CCC Office and Field Workers work on 10 or 12 hours days and are on rotational rosters. CCC main roster is 6 weeks on /2 weeks off.
Sections 51 & 52 relating to wages, "overtime" and public holidays.	CCC pays all inclusive lump sum monthly/annual salaries and not pays "overtime" rates of public holiday rates. Annual and sick leave are paid off. All pay rates exceed the minimum wages rate.
Section 99 relating to the employment of females.	CCC technical and administrative Female employees will be required to work outside the prescribed hours.

Dated this 21st day of June, 2012.

Hon. M. AINI, MP,
Minister for Labour and Industrial Relations.

*Employment Act 1978***EXEMPTION NOTICE**

I, Martin Aini (MP), Minister for Labour & Industrial Relations in exercise of the powers conferred on me under Section 4 of the Papua New Guinea *Employment Act 1978* do hereby exempt employees of MCJV PNG LNG EPC5B (Komo Airfield & Associated Works) from the following requirements.

Section of PNG <i>Employment Act 1978</i>	Exemption
Section 48 relating to shift hours.	MCJV proposes a 12 hour shifts for maintenance and operations technicians, and some administrative supervisors.
Section 49(3)(a) & (b) relating to hours of work.	MCJV Office and Field Workers work on 10 or 12 hour days and are on rotational rosters. MCJV's main roster is 6 weeks on /2 weeks off.
Sections 51 & 52 relating to wages, "overtime" and public holidays.	MCJV pays all inclusive lump sum monthly/annual salaries and not pay "overtime" rates or public holiday rates. Annual and sick leave are paid time off. All pay rates exceed the minimum wage rate.
Section 99 relating to the employment of females.	MCJV technical and administrative Female employees will be required to work outside the prescribed hours.

Dated this 21st day of June, 2012.

Hon. M. AINI, MP,
Minister for Labour and Industrial Relations.