New Zealand Journal of Industrial Relations

An Annotated and Cross-Referenced Index 1976-1992

Editor: A.J. Geare

Compilers: Steven Jaynes and Karen Nicol

Co-ordinator: Lois Blair
Preface

By the end of 1992 the New Zealand Journal of Industrial Relations had reached its seventeenth year of issue. The decision was made to produce an index up to that point rather than wait for the twentieth year, largely because of the enthusiastic response to the new index produced in 1992 for its Australian counterpart, the Journal of Industrial Relations.

It is hoped that this index will prove to be a valuable resource for teachers, researchers and students of New Zealand industrial relations.

The index is in two parts. The first part is by subject, with cross-referencing both of individual articles and of subject areas. The second part is by author.

FIRRE is very grateful to the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) for underwriting the project.

A.J. Geare
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Author Index 69
1. **Deeks, John**  
Argues that ideology is central to the practice of New Zealand industrial relations, promoting a pluralist perspective and critiquing management ideology.

2. **Deeks, John**  
Discusses the general direction of change in New Zealand's labour relations structures and practices since 1984. Related sections [1.3, 7.3].

3. **Hellaby, F.R.A.**  
Looks at the relationship between employers and the trade union in achieving industrial harmony. Discusses the role of government and legislation therein. Related sections [3.2, 3.5, 7.1].

4. **Hince, Kevin**  
Examines the need for change in the framework of industrial relations, issues in the government's "Green Paper" and managerial approaches to industrial relations. Related section [7.3].

5. **Hodge, Bill**  
Background paper giving views of the future development of industrial relations legislation.

6. **Holmes, Sir Frank**  
Explores planning perspectives for the improvement of industrial relations.

7. **Rowe, J.W.**  
Presents an employers' perspective of industrial relations. Related sections [3.5, 4.5].

8. **Rowe, J.W.**  
Discusses the need to revise the industrial relations system, to update the wage fixing system, improve management-worker communication and labour force training. Related sections [4.1, 5.1].

9. **Twinn, W.J.**  
Analyses New Zealand's attitudes toward work and leisure and the implications for managers attempting to improve productivity and efficiency - a cultural explanation. Related section [4.2].

10. **Vranken, Martin**  
Background paper giving views of the future development of industrial relations legislation.
11. Wilson, Margaret

Discusses the fundamental change in the New Zealand system from 1968 to the current hybrid system. Looks at wage fixing and industrial disputes as methods of control and the increase in the government's role. Related sections [2.1, 5.1, 7.1, 7.3].

12. Woods, Noel S.

Background paper giving views of the future development of industrial relations legislation.

13. Young, John

A general overview of industrial relations in New Zealand from 1894 to the Industrial Relations Act 1973. The effects on the processes and procedures are outlined. Related section [4.8].

14. Young, John

Reviews the conflicts and strains as a result of the shift from pastoral colony to modern industrial state. Develops three guidelines for industrial relations in the 1980s. Related section [2.1].

See also articles numbered 24, 84, 148, 161, 181, 225, 229, 230, 242, 249, 250.

1.2: ARBITRATION AND MEDIATION

15. Franks, Peter

Examines three issues important to a follow up study of Holt's work on compulsory arbitration in New Zealand; new unions after 1936, protection of vulnerable workers, and equal pay. Related sections [3.1, 6.2].

16. Geare, A.J.

Discusses the background to final offer arbitration, evaluates laboratory simulations, mathematical models and field evidence to assess its ramifications in practice.

17. Grills, Walter

A practitioner paper focusing on the processes and strategies of mediation. Related sections [7.2, 7.3].

18. Howells, John M. & Cathro, Susan H.

Examines mediator strategies, their importance to employers and unions, and which ones are most likely to lead to successful mediation. Related sections [2.1, 7.3].

19. Law, Michael

Summarises the initial findings of research into the current award trends and assesses the inadequacy of the final legislation. Related sections [6.1, 7.3].
20. Macintyre, Stuart

Examines the formative period of New Zealand and Australia's arbitration systems; comparing, contrasting and discussing relationships between them. Related sections [7.2, 8.2].

21. Roper, Karen

Defines final offer arbitration, discussing its theoretical justification, its practical use, and its validity for New Zealand. Related section [8.2].

22. Roth, Herbert

Investigates the Industrial Conciliation Act of 1894, and the inclusion of railwaymen as the only government employees covered. Explores the attitudes of the state sector to the arbitration system up until 1944. Related sections [2.1, 7.3].

23. Simpson, Tony

Studies the origins of the 1894 Industrial Conciliation and Arbitration Act, using the framework provided by Holt's book on 'compulsory arbitration in New Zealand'. Related sections [2.1, 3.1].

24. Walsh, Pat & Fougere, Geoff

A theoretical recast of the political origins of compulsory arbitration, with reference to Great Britain. Focuses on the relations among state officials, politicians, class and sectoral organisations of workers, employers and farmers. Related sections [1.1, 8.2].

See also articles numbered 158, 163, 207, 261.

1.3: BARGAINING

25. Albury, P.F.

Discusses the 1975 composite maritime agreement, which disintegrated in 1978. Examines the problem of wage and status relativities. Related section [5.2].

26. Boxall, Peter & Haynes, Peter

Records a study of the impacts of the Employment Contracts Act 1991 on unions and non-union bargaining agents. Related sections [3.1, 7.3].

27. Geare, A.J.

Classifies and analyses the different types of formal collective arrangements reached in the private sector and discusses why management and unions should select a particular type.

28. Geare, A.J.

See article no. 27.
29. Harbridge, Raymond

Comments on the current scope of voluntary collective bargaining by the northern branch of the New Zealand Engineering Union.

30. Harbridge, Raymond

Examines the hypothesis that the inflexibility of wage settlements diminishes over time, using data from settlements registered with the Arbitration Commission since 1984. Related section [5.1].

31. Harbridge, Raymond & McCaw, Stuart

Reports on the choice of unions to consolidate award coverage, or remove employers from awards during wage rounds under the Labour Relations Act. Related sections [3.2, 7.3].

32. McAndrew, Ian

Reports the results of a survey of employer opinion on current union involvement in plant decision making and future bargaining scope. Related sections [3.2, 3.5, 7.3].

33. McAndrew, Ian & Hursthouse, Paul

Reports the opinions on enterprise bargaining of a sample of 92 employers in Otago and Southland. Related section [3.5].

34. McAndrew, Ian


35. Szakats, Alexander

Discusses how the change from industrial agreement to collective agreement in the Industrial Relations Act 1973 has had wide sociological effects and affected genuine collective bargaining possibilities. Related section [7.3].

36. Walsh, Pat

A comment on article no. 26.

37. Walsh, Pat

Examines the factors that may influence employers and employees in exercising their bargaining options. Related section [7.3].

38. Young, John

Reports the results of a survey of voluntary collective agreements. Reports the number of workers covered and analyses the agreements by industry, region and union involvement. Related section [3.2].
1.4: MINORITY GROUPS

39. Bascand, Phillipa & Frawley, Stephen

Canvas some issues that surround the employment of workers with disabilities in the new industrial environment under the Employment Contracts Act. Related sections [1.3, 7.3].

40. Bennie, Garth

Describes the concept of supported employment and examines the emerging issues with respect to its current status and future application in New Zealand. Related section [4.6].

41. Graves, Nancy B. & Graves, Theodore D.

Studied on multi-culturalism and its effect on the choice of adaptive strategy. The relevance for managers is discussed. Related sections [4.1, 4.2].

42. Hunt, Robyn

Explores the assumptions underlying the merit principle, suggesting a view of merit which is more compatible with affirmative action strategies, discusses implications for EEO.

43. Marsh, N.R.

Reports on studies of the multi-cultural workforce in Auckland. Related section [4.2].

44. Mason, B.L. & Cole, B.H.

States the demographics of the gang and its environment and looks at the outcomes (turnover, productivity, etc.) of the interaction between groups in the workplace. Related sections [4.1, 4.2].

45. McDonald, W.F.

Discusses the increasing multi-cultural nature of the New Zealand workforce since the 1950s. Related sections [4.1, 4.2].

46. Riseborough, Alison

Examines the position of people with disabilities in the labour market.

47. Smith, Verna

Reviews economic perspectives of current public policy issues on disability, looking at policies which increase the participation of people with permanent disabilities in the labour market.
48. Spoonley, Paul

Examines the employers' role in limiting job opportunities for Pacific Islanders by negative stereotyping. Revisions to the legislation are suggested. Related section [4.1].

49. Spoonley, Paul

Examines the political alternatives open to minority groups to protect their interests or improve their position. Related section [4.1].

50. Sullivan, Martin

Compares and contrasts the conceptual and theoretical approaches of the medical and sociological models of disability. Related section [7.3].

51. Wicks, Wendl

Argues that the oppression of women with disabilities must be regarded in terms of both ableism and sexism, focusing on issues of employment, income, and housework. Related sections [6.2, 7.3].

See also articles numbered 138, 142, 145, 155, 199, 222.

2: Industrial Conflict

2.1: INDUSTRIAL CONFLICT

52. Frenkel, Stephen J. & Coolican, Alice

Seeks to understand inter-industry patterns of industrial action through intermediate levels of analysis. Develops a theory to assess the similarity of strikes internationally, assuming conflicts are greater between rather than within industries. Related sections [2.2, 8.2].

53. Harbridge, Raymond

Examines the accuracy of stoppage statistics. Questions the use of government stoppage statistics as a means to evaluate the effectiveness of the industrial relations system. Related section [7.1].

54. Macfie, Rebecca

Examines the case law on lockouts under the Employment Contracts Act, arguing that the bargaining environment created by the Act has made the lockout more powerful. Related sections [7.2, 7.3].

55. Penney, John & Hamilton, Nick

Examines the relationship of labour turnover, absenteeism and accident frequency with organised manifestations of conflict. Related section [4.3].
56. Rose, Joseph B.  
Examines the resolution of rights disputes in Canada and New Zealand. Related sections [2.2, 7.2, 8.2].

57. Turkington, Don J.  
Explores some conceptual and practical aspects of grievance arbitration and its chances of success as a conflict regulator in New Zealand. Related sections [7.3, 8.2].

See also articles numbered 9, 11, 18, 22, 23, 77, 79, 82, 90, 125, 161, 209, 213, 220, 230, 231, 243, 245, 248, 259, 261, 262.

2.2: STRIKES

58. Anderson, Gordon  
Sets out the background to the provisions in the Labour Relations Act 1987 that regulate strike activity. Discusses the government's policy options and submissions made regarding the legislation. Related section [7.3].

59. Anderson, Gordon & Hughes, John  
Outlines the provisions in the Labour Relations Act 1987 relating to the lawfulness of strike action and remedies available in the case of unlawful strikes. Decisions of the Labour Court in relation to those remedies are discussed. Related section [7.3].

60. Greenslade, Bevan R.  
Critiques articles on economic torts and the Labour Court from an employer's viewpoint. Discusses problems with the application of the Act. Related section [7.3].

61. Nolan, Jim  
Public reaction to strikes - are they a social problem? Consensus about social actions which may harm others in society. Viewpoints from unitarist/pluralist/radicalists. Related section [7.3].

See also articles numbered 52, 56, 63, 177, 186, 187, 203, 208, 214, 216, 219, 230, 258.

2.3: INDUSTRY AND CASE STUDIES

62. Benson, John  
Examines the dispute and its significance in the trade unions campaign and media publicity which saw workers achieve their objectives. Also highlighted the need for trade unions and workers to work together. Related sections [3.2, 4.3].

63. Hince, Kevin  
A comprehensive study of the environmental conditions contributing to conflict between the major parties at the mine. Related sections [2.2, 7.3, 8.2].
64. Revell, P.M.

Accounts the events which culminated in the 1920 railways strike. Examines the Amalgamated Society of Railway Servants in the period 1913-1920 to explain the strike and its results. Related section [3.1].

65. Rintoul, Ralph

Studies the disputes resolving procedures unique to the New Zealand Mining Industry. Analyses the specialist tribunals as decision-making bodies. Related section [7.3].

66. Walsh, Pat & Fougere, Geoff

Argues that the 1989 health sector strike grew out of the effects of the Labour Government's fiscal policies and its approach to public sector management. Related section [7.1].

See also articles numbered 231, 246.

3: Organisations

3.1: TRADE UNIONS: STRUCTURE, GROWTH AND DEVELOPMENT

67. Binnie, Keith D. & Smith, David F.

Examines the issue of trade unionism amongst managers and administrators, forms of collective representation for managers, problems with attempts to register managerial unions, and discusses the case of APEX. Related section [3.5].

68. Dixon, Sylvia

Considers the impact of the New Zealand Nurses Association and the Public Service Association on part-time employment in public hospital-based registered nursing. Related section [4.6].

69. Harbridge, Raymond & Webber, Susan

Examines union membership statistics for the period of voluntary unionism in 1984-85.

70. Kirk, Alf

Examines the social and economic background of the 1950s and 1960s, longer term social changes influencing trade unions, the impact of change, and the trade union response. Related section [3.2].

71. Ó'Brosnacháin, Paeder (aka Peter Brosnan)

Tests the observation that persons with Irish ancestry are more active in unions. Explanations for the ethnic representations are offered.
72. Roth, Herbert
A comparison of the differences between New Zealand unionism today and 100 years ago. Details changes in union size and composition, attitudes and aims, and the economic and technological factors that have impacted on unions.

73. Wilson, Margaret
Discusses the government's proposal to allow workers to decide whether union membership will be voluntary or compulsory. Notes the effects on unions, membership and the employer/employee relationship. Related sections [1.3, 7.1, 7.3].

See also articles numbered 15, 23, 26, 64, 103, 174, 180, 230, 239, 243, 244, 247, 251, 258, 259.

3.2: TRADE UNIONS - ACTIVITIES AND ATTITUDES

74. Brosnan, Peter
Research into workers' attitudes towards the union in an increasingly turbulent environment. Related section [4.6].

75. Coleman, Martha
Prepresents the position of the New Zealand Clerical Workers Association on sexual harassment, commenting on the provisions within the Labour Relations Act and advocating further changes. Related sections [6.1, 6.2].

76. Deeks, John
Discusses the increasingly active role of trade unions in politics and their relationship with government in order to achieve their objectives. Related sections [5.1, 7.1, 7.3].

77. Hanne, Michael
Examines the role and methods of educating trade unions. Uses Australian and United Kingdom examples to provide suggestions for the New Zealand situation. Related section [8.2].

78. Harbridge, Raymond & Edwards, Don
Examines the 1984 Federation of Labour's right to bargain campaign. Related sections [2.1, 7.1].

79. Inkson, J.H. Kerr
Examines the attitudes and opinions of union members to see whether they align with those of trade union officials and union policies. Related section [2.1].
80. Jackson, Syd

Presents the union perspective of the Bastion Point dispute.

81. Randerson, Richard

Critique of the New Zealand system from the perspective of an overseas chaplain. Offers a comparison of management styles. Related section [7.3].

82. Stubbs, John

Examines regional variations in the strength of labour force militancy as a factor in mediating the regional development of privatization, using the private contracting of New Zealand public hospital ancillary services as a case study. Related section [2.1].

83. Sultana, Ronald G.

Describes the state of trade union education in three New Zealand secondary schools, exploring the implications of the needs of industry and of democracy in times of recession.


3.3: TRADE UNIONS: THEORY

84. Brocklesby, John

Outlines the labour process theory. Reviews the debate and assesses the value of the theory for the study and research of industrial relations. Related section [1.1].

85. Davis, Edward

Defines union democracy, reviews and classifies past studies and outlines an alternative approach to trade union decision-making. Related section [8.2].

3.4: FEDERATION OF LABOUR CONFERENCES

86. Harbridge, Raymond

Reviews first significant conference of the 1980s. Looks back at the past decade and forward to the 1980s, assesses the challenges and difficulties.

87. Harbridge, Raymond

Discusses and evaluates the major points in the Conference.

88. Harbridge, Raymond

A report on the Conference, discussing wage bargaining, the New Zealand Council of Trade Unions, Federation of Labour elections, and the media.
89. Harbridge, Raymond
Reports on issues of union organisation discussed in the conference.

90. Walsh, Pat
The Federation of Labour Conference revealed a measure of unity within the trade union movement with restricted areas of dissent. The Conference proceedings are evaluated in this light. Related sections [2.1, 3.2, 7.1, 7.3].

3.5: EMPLOYERS' PERSPECTIVES

91. Brosnan, Peter; Walsh, Pat; Rowe, Philip
Reports the results of a survey of New Zealand employer unions.

92. Brosnan, Peter & Walsh, Pat
Reply to article no. 96.

93. Dannin, E.J.
Examines proposals advanced by the New Zealand Employers Federation and the New Zealand Business Roundtable for labour law reform. Related sections [7.2, 8.2].

94. Geare, A.J.
Discusses the impact of compulsory union membership on industrial relations, reporting the attitudes of a sample of 461 managers. Related section [3.2].

95. McAndrew, Ian & Hursthouse, Paul
Reports on a survey of South Island employers conducted to examine the argument for deregulation of labour relations made by broad based employer organisations. Related section [3.2].

96. Taylor, Raymond E. & Greenslade, Bevan R.
Comment on article no. 91.

97. Wanna, John
Examines the conditions under which collective organisation of business is important. Related section [7.1].

See also articles numbered 3, 6, 32, 33, 34, 67, 108, 116, 120, 213.
4: Employment Conditions

4.1: OCCUPATIONAL CHOICE, RECRUITMENT AND TRAINING

98. Gordon, Liz & Snook, Ivan

Examines the view that technological change is having widespread effects on the nature of employment in Aotearoa, with significant implications for education. Related sections [4.4, 4.6].

99. Lauder, Hugh; Brown, Phillip; Hughes, David

Examines the relationship between educational reform, the labour market and economic growth. Proposes an education and labour market system which can produce a high wage, high technology economy.

100. Sultana, Ronald G.

Investigates the participation of youths in holiday, weekend and after-school work. Argues that this work prepares them for capitalist social relations of production. Related section [4.6].

101. Thompson, G. Brian

Examines youth in the labour market over the last two decades, including changes in the supply and value of school qualifications of entrants to the labour force.

4.2: WORK ORGANISATION, JOB DESIGN, JOB SATISFACTION

102. Ammon, Carl

Studies the restructuring of Electricorp, the use of new technologies and new forms of work organisation, using a labour process perspective. Related section [4.4].

103. Brosnan, Peter

Analyses changes in retailing towards labour flexibility to ascertain the effects on the quality of working life. Related sections [3.1, 4.3, 6.2].

104. Couchman, Paul

Presents a case study of the transformation of office work in the New Zealand public service from the 1880s to the 1920s, focusing on bureaucratisation, mechanisation and feminisation. Related section [6.2].

105. Enderwick, Peter

Drawing from the strategic thrust of the Porter Report, two models of workplace reform are posited: one based on Japanese type practices, the other building on the Australian reform experience. Related section [8.2].
106. Harbridge, Raymond & Dreaver, Michael

Examines changes to working time arrangements in registered collective settlements in the 1987-88 wage round.

107. O'Driscoll, Michael P.

Discusses potentially detrimental outcomes of excessive commitment to the job and the organisation, examining the implications for individuals, organisations and values within society.

108. Ryan, Rose

Reports on the results of a questionnaire survey in August-September 1991 on the employment practices of members of the Auckland Employers Association. Related section [3.5].

See also articles numbered 8, 41, 43, 44, 45, 124, 125, 136, 140, 166, 174, 176, 206, 222, 263.

4.3: OCCUPATIONAL HEALTH AND SAFETY INDUSTRIAL ACCIDENTS

109. Campbell, Ian B.

Examines the importance of learning from overseas experiences in occupational health and safety (Canada and the United States). Covers regulation issues, joint management-labour committees, advisory committees, and the cost of measures. Related section [8.2].

110. Campbell, Ian B.

Examines the part that recognition of illnesses for compensation purposes plays in highlighting the need for preventive measures. Advocates research into causation and allied problems to establish the work connection. Related sections [7.2, 8.2].

111. Campbell, Ian B.

Considers scientific, economic, ethical and political aspects that must be addressed to improve occupational health and safety. Recent approaches in Britain and Canada are examined. Related sections [7.3, 8.2].

112. Campbell, Ian B.

Focuses on needed change in occupational health and safety legislation and in management concepts regarding accident causation. Discusses the introduction of the Occupational Safety and Health Bill 1990. Related sections [4.5, 7.3].
113. Campbell, Ian B.  
Examines the link between accident compensation and prevention, focusing on the Accident Rehabilitation and Compensation Insurance Act 1992. Related section [7.3].

114. Cryer, P. Colin  
Highlights the limitations of New Zealand’s national data systems for the production of occupational injury statistics.

115. Duignan, Paul  
Outlines threats posed by the economic climate to the health and safety of New Zealand workers, including cost cutting, lack of resources and poor legislation. Improvements are suggested. Related section [7.3].

116. Farlow, David W.  
Discusses the principles and objectives for proposed occupational health and safety legislation, drawing on the June 1988 discussion paper by the Advisory Council for Occupational Safety and Health. Related sections [3.5, 7.3].

117. Farlow, David W.  
Comments on article no. 120.

118. Hampton, Chris  
Discusses the Department of Labour’s perception of the policy issues for occupational safety and health reform. Related section [7.1].

119. Kjellstrom, Tord  
Examines occupational health standards, considering lessons to be learnt from overseas, suggesting ways by which workers and their organisations can control work hazards. Related sections [7.2, 8.2].

120. Mullen, Elizabeth A.  
Focuses on the debate about whether improving health and safety practices by legislation is more effective than by voluntarism, reporting on a survey of New Zealand enterprises. Related sections [3.2, 3.5, 7.3].

121. Mullen, Elizabeth A.  
A reply to article no. 117.

122. Wilson, Ross  
Examines government review of the accident compensation scheme from 1979 to 1982, concluding its inadequacy to redress the scheme’s shortcomings and the desirability of an independent review. Related section [7.1].
123. Wilson, Ross
Advocates a key role for the government and the law to play in preventing occupational injury and disease, evaluates mechanisms for hazard control. Related sections [3.2, 7.1, 7.2].

See also articles numbered 55, 62, 103, 138, 226, 232, 238.

4.4: TECHNOLOGY / TECHNOLOGICAL CHANGE

124. Brocklesby, John; Couchman, Paul; Hill, Roberta; Inkson, J.H. Kerr; Smith, David F.
Draws together the common themes from the industry case studies presented in the symposium on technological change, worker resistance, managerial control, gender and skill, technological change and industrial relations in New Zealand. Related sections [4.2, 6.2].

125. Hill, Roberta
Studies technological change in the New Zealand newspaper industry to show the limits of a labour process analysis and advocates a relational analysis of gender and class relations. Related sections [2.1, 4.2, 6.2].

See also articles numbered 98, 102, 263.

4.5: INDUSTRIAL DEMOCRACY / WORKER PARTICIPATION

126. Brown, Judy
Examines the rationale for, and objections to, labour-oriented disclosures.

127. Dive, B.J.

128. Firth, Michael A.; Keef, Stephen; Mear, Ross
Examines employee share ownership schemes, providing evidence on s166 schemes of the 1976 Income Tax Act, analysing participation rates and benefits conferred. Related section [7.3].

129. Smith, Andrew M.C. & Firth, Michael A.
Reports the results of a survey of employee opinions regarding employee reports in three companies.

130. Smith, David F.
Examines the historical development of worker participation, attitudes of the parties and its application to the New Zealand workplace.
131. Stephens, R.J.

Discusses the influence of social, economic and political forces on the levels and coverage of management decision-making at which worker participation occurs, the extent of power sharing and the means of implementation. Related section [1.3].

132. Williams, Alan

Discusses the lack of a clear definition of worker participation along with design and implementation difficulties. Related sections [7.1, 7.3].

See also articles numbered 6, 112, 227, 237.

4.6: EMPLOYMENT / UNEMPLOYMENT

133. Brosnan, Peter; Wilson, Moira; Wong, Dlo

Reviews evidence of the relationship between labour supply decisions and the level, duration and eligibility requirements of unemployment benefits. Related section [8.2].

134. Brosnan, Peter & Wilson, Moira

Compares disaggregated unemployment data for Australia, Norway, United Kingdom and United States with similar data from New Zealand. Related section [8.2].

135. Brosnan, Peter & Hicks, John

Uses the generation life tables method to examine the duration of unemployment by age and sex. Questions views of labour markets that see unemployment as transitory. Related section [7.1].

136. Campbell, Rob

Discusses the impacts of unemployment and the trade union response. Related sections [3.2, 4.2].

137. Easton, Brian

Defines unemployment, its social implications and the effects on individuals. Also looks at the industrial and political consequences.

138. Enderwick, Peter

Surveys current labour concerns with multi-nationals, reviewing issues of stability and innovative labour practices. Related sections [1.4, 4.3, 6.2, 8.2].

139. Harbridge, Raymond

Reports the content of recent redundancy agreements.
140. Hesketh, Beryl & Shouksmith, George

Research into the above and possible suggestions for handling conflict arising from the reasons stated. Related section [4.2].

141. Hicks, John & Brosnan, Peter

Describes the underlying pattern in New Zealand's unemployment, comparing it to Australia, Norway, United Kingdom and United States. Findings are discussed. Related section [8.2].

142. Macky, Keith & Haines, Hilary

Discussion begins at the macro-social level narrowing down to the individual effects. The lack of literature is attributed to methodological problems and future areas for study are given. Related sections [1.4, 6.2].

143. O'Connor, Martin

Analyses the roles of public institutions in conferring and denying ideological legitimacy to job creation and training strategies. Reviews public sector employment programmes to trace and interpret this political process. Related section [7.1].

144. Pereira, Murray


145. Revell, P.M. & Brosnan, Peter

Reviews previous work in the area and uses census data to investigate participation rates. Age-specific data for Maori and non-Maoris, male/female rates are compared. Related sections [1.4, 6.2].

146. Robinson, John

Examines a 1990 Planning Council report that, based on model experiments, suggests full employment is possible by 1995.

147. Rochford, Mike

Focuses on the pattern of retirement in the period 1976 to 1981 and the effect of the introduction of National Superannuation. Related section [7.3].

148. Rose, Dennis

Reviews the employment problem; looking at demography and behaviour as explanations of unemployment, structural change and the role of markets, planning mechanisms, institutional responses and assistance to the unemployed. Related section [1.1].
149. Rose, Dennis

A reply to article no. 146.

150. Smith, David F.

Examines change in the occupational and industrial composition of the workforce between 1956 and 1981 with emphasis on white-collar employment. Related section [6.2].

151. Williams, Alan

Extends the debate over labour market flexibility, discussing the effects of global price competition on labour demand and the treatment of labour by multi-nationals. Addresses the role of labour law and institutions. Related section [7.1].

See also articles numbered 40, 69, 74, 98, 100, 172, 173, 178, 190, 191, 263.

5: Wages

5.1: WAGE DETERMINATION

152. Ansell, J.; Brosnan, Peter; Harbridge, Raymond

An examination of methods to annualise the increase of a wage settlement that does not run for 12 months from the expiry of the preceding document.

153. Boston, Jonathan

Investigates the transition costs of governmental policies which rely on market mechanisms and contends that non-market failure may be replaced by market failure. Related section [7.1].

154. Bradford, M.R.

Presents the findings of a model describing the relationship between wage movements and the New Zealand economy. Outlines the probable changes required to adjust to economic realities of the 80s.

155. Brosnan, Peter

Examines the Maori Pakeha earnings gap, suggesting that occupational choice and job assignments account for the differential. Related section [1.4].
156. Douglas, Ken

Examines current efforts to reform wages and introduce more flexibility in the labour market. Comments on the trade union response. Related section [3.2].

157. Endres, Tony

Discusses features of the New Zealand debate on the economics of wage policy from 1931 to the restoration of compulsory arbitration in 1936. Related section [7.1].

158. Harbridge, Raymond & McCaw, Stuart

Examines the first private sector wage round after the Labour Relations Act 1987, concluding that the legislation has altered the power relationship in favour of employers over unions. Related section [1.2].

159. Hyman, Prue

Considers the links between job evaluation and equal value concepts, examining schemes used by two consultants. Related sections [6.1, 6.3, 7.3].

160. Tucker, Barry

Examines recent developments in wage determination in the State Services. Related section [7.3].

161. Williams, Gordon

Analyses the role of the Arbitration Court in the determination of wage levels. Looks at the legislative effects on the parties. Related sections [1.1, 2.1].

162. Wood, Greg

Discusses the impact of inflationary expectations and outcomes on the 1987-88 wage round and the changes to the structure of employer/union bargaining. Related sections [1.3, 3.2].

See also articles numbered 7, 9, 30, 76, 167, 230, 240, 252, 253, 254, 255, 260.

5.2: WAGE DIFFERENTIALS AND RELATIVITIES

163. Grills, Walter

Examines the effects of the Act on union structure and activity, bargaining power, the award system and wage flexibility. Related sections [1.2, 1.3, 3.2].
164. Powell, Ian

Discusses how the concept of fair relativity as a criterion for pay fixing in the state sector was developed, culminating in the State Services Conditions of Employment Act 1969. Related sections [3.2, 7.3].

165. Walsh, Pat

Examines the implications for wage bargaining of the growth in qualification payments to skilled tradesmen. Related section [3.2].

See also article numbered 25.

166. Du Plessis Novitz, Rosemary & Jaber, Nabila

Provides an empirical evaluation of claims that a deregulated labour market will advantage women and that pay equity policies only benefit the most skilled women. Shows state intervention can close the earnings gap. Related section [5.1].

167. Hyman, Prue

Examines inequality in pay in New Zealand, comparing this with the United Kingdom and United States. Causes and possible policies are evaluated. Related section [4.2].

168. Sayers, Janet

Discusses issues that arise from the Employment Contracts Act for women and bargaining in the context of likely future trends in female labour force participation. Related section [1.3].

See also article numbered 19, 218.
6.2: EMPLOYMENT CONDITIONS

169. Butterworth, Ruth
Examines the location, characteristics and problems of women in the workforce. Related section [3.2].

170. Cook, Helen
Discusses the problems of forming a union, raising union consciousness among women working in childcare centres, social attitudes to childcare and the problems for unionisation. Related section [3.2].

171. Griffin, Gerard & Benson, John
Covers attitudes towards unions, women's priorities for the union and the perceived role of their union in work related problems and women's issues. Related sections [3.2, 8.2].

172. Hancock, Mary
Examines how women often don't get recorded as unemployed. Looks at the extent of redundancy and unemployment amongst women. The effects are discussed. Related section [4.6].

173. Hill, Roberta
Analyses women's economic role in a recession focusing on the effects of a female labour reserve on those employed. Illustrates the competitive aspects, management strategies to counter reduce profitability and the overall impact upon women. Related section [4.6].

174. Wylie, Cathy
Examines the cultural dimension of work organisation and industrial relations style to explain the low participation of women in trade unions. Related sections [3.1, 4.2].

See also articles numbered 15, 51, 75, 103, 104, 124, 125, 138, 142, 145, 150.

6.3: EQUAL OPPORTUNITY

175. Dawson, John
Outlines a feminist analysis of anti-discrimination law, applying it to the broad structure of employment discrimination law in New Zealand. Related section [7.2].
176. Sharp, Audrey

Looks at the current position of women in the workplace and features of the employment relationship. Recommends steps towards equal opportunity employment. Related section [4.2].

See also article numbered 159.

177. Bolger, Hon. J.B.

Briefly analyses the Government's role in controlling conflict and influencing the parties through legislation. Related sections [2.2, 7.3].

178. Endres, Tony

A study of government's policymakers' views of the goal of full employment, examining the conflicts of this goal with other policy objectives. Related section [4.6].

179. Farmer, James A.

A discussion of the submissions on redundancy by the Minister of Labour, giving a guide to the government's position on the legislation it wishes to see enacted later in the year. Related sections [4.8, 7.3].

180. Rodger, Hon. Stan

Discusses tripartite talks, union amalgamations and voluntary unionism. Related section [3.1].
181. Walsh, Pat

Identifies and discusses the principal industrial relations issues that have emerged in the first year of operation of state-owned enterprises. Related section [1.2].

See also articles numbered 3, 9, 53, 66, 72, 74, 90, 97, 118, 122, 123, 132, 135, 142, 143, 144, 151, 153, 157, 201, 219, 230, 245, 247, 254.

7.2: THE LAW

182. Adzoxornu, Isaacus K.

Argues that New Zealand industrial tribunals have incorrectly interpreted the statutory term "worker" and suggests reform of Labour Court practice in this area.

183. Adzoxornu, Isaacus K.

A reply to article no. 192.

184. Anderson, Gordon

Discusses developments since the Auckland City Council vs Hennessey case (1982) and focuses on aspects of procedural unfairness.

185. Anderson, Gordon

Examines the ILO conventions that have a bearing on industrial relations structures, looking at the New Zealand government's approach. Related section [8.2].

186. Anderson, Gordon

Raises issues related to the introduction of the economic torts into New Zealand labour law during the 1970s. Outlines the impacts and the changes associated with the Labour Relations Act. Related section [2.2].

187. Anderson, Gordon

Discusses the personal grievance procedure from its introduction to its reform in 1987. Stresses the role of the Arbitration Court therein. Related section [2.2].

188. Boast, Richard

Defines injunctions and contempt of court, discusses causes of actions, matters of evidence and proof and the Labour Court.

189. Boast, Richard

An overview of the statutory provisions relating to sexual harassment commenting on its definition, relationship to personal grievance and matters of evidence and proof.
190. Ferguson, Judith

Examines decisions of the Labour Court and Court of Appeal concerning personal grievance cases arising from redundancy, taking account of the Employment Contracts Act regime. Related sections [4.6, 7.3].

191. Geare, A.J.

Considers recent Court decisions related to dismissals and their impact on industrial relations practice. Related section [4.6].

192. Geare, A.J.

Addresses conflicting interpretations of the statutory term "worker".

193. Haigh, John

Examines the use of interim injunctions in industrial law.

194. Harbridge, Raymond

Examines what happened to second tier settlements in the 1987/88 wage round with employers now able to dismantle the system of national awards and eliminate secondary bargaining. Related section [3.2].

195. Hicks, Colleen

Critiques the treatment of sexual harassment as provided for by the grievance procedure within the Labour Relations Act 1987.

196. Hodge, Bill

Examines the functions of the Court. Related section [7.3].

197. Hughes, John

Examines the principles governing the award of damages through actions in the economic torts. Applies those principles to industrial relations and discusses the possible impacts.

198. Hughes, John

Discusses the impact of the Labour Relations Act 1987 on personal grievances, highlighting the workers covered, unjustifiable dismissal and remedies.

199. Kiely, Peter & Caisley, Andrew

Examines present anti-discrimination law in New Zealand. Related sections [1.4, 6.1, 7.3].

200. Richardson, Sir Ivor

Discusses the role of the Courts of general jurisdiction, particularly the High Court and Court of Appeal in industrial relations.
201. Roth, Herbert
Explores the history of deregistration provisions in industrial legislation and suggests how these provisions have been used by governments. Related section [7.1].

202. Vranken, Martin
Reflects on the relationship between common law and industrial law, discussing labour law in Western Europe by way of contrast. Related section [8.2].

See also articles numbered 17, 20, 54, 56, 93, 110, 119, 123, 175, 205, 234, 235.

7.3: legislation

203. Anderson, Gordon
Studies the changes to the bargaining system and the implications of a labour law regime based on contract regarding the Employment Contracts Act 1991. Related sections [1.3, 2.2].

204. Boon, Bronwyn
Presents the results of a survey of remedies awarded in unjustifiable dismissal cases decisioned in the period 1987 to 1991.

205. Boon, Bronwyn
Reports the results of a survey of dismissal appeals to assess the impact of legislation that would remove consideration of procedural fairness from the unjustified dismissal decision. Related section [7.2].

206. Boxall, Peter
Analyses the good employer principle contained in the Act against a backdrop of private and public sector thought in respect of good employment behaviour. Related section [4.2].

207. Brosnan, Peter & Rea, David
Explores the case for expanding and improving the minimum code of employment protections, arguing that an adequate minimum code encourages a more efficient use of labour. Related section [1.2].

208. Buchanan, Graeme
Examines the impact of the injunction and compliance order provisions on industrial action. Related section [2.2].

209. Farmer, James A.
"Labour Relations - a Takeover by the State?", (1978) 3(3): 97-104.
Impact of the legal system on industrial relations. Outlines the changes in state regulation from 1894 to 1978, describing the effects on the parties. Related sections [1.3, 2.1].
210. Hodge, Bill
Outlines and discusses the major changes in industrial relations legislation to take place in New Zealand during 1984.

211. Hodge, Bill
Outlines and discusses the major changes in industrial legislation to take place in New Zealand during 1985.

212. Hodge, Bill
Outlines and discusses the changes in New Zealand industrial legislation during 1986.

213. Hughes, John
Examines the background and case law arising from the suspension of non-striking workers in the Industrial Relations Act 1973.
Discusses the limitations on employers' power to suspend such workers. Related sections [2.1, 3.2, 3.5].

214. Hughes, John & Anderson, Gordon
Outlines the provisions of the Labour Relations Act 1987 that relate to the lawfulness of strike action and the remedies available in the case of unlawful strikes. Related section [2.2].

215. Hughes, John

216. Kiely, Peter & Calsley, Andrew
Examines the legal issues that have arisen since the introduction of the Employment Contracts Act 1991, and records the approach of the Employment Court and the Employment Tribunal. Related section [2.2].

217. Roper, Karen
Outlines the history of the Act and explores economic, industrial relations, political and constitutional implications. Assesses the reasons for the Act's failure. Related section [5.3].

218. Szakats, Alexander
Examines the Maternity Leave and Employment Protection Act 1980 and compares it to the corresponding British and West German legislation. Related sections [6.1, 8.2].

See also articles numbered 2, 4, 9, 17, 18, 19, 22, 26, 31, 32, 34, 35, 39, 50, 51, 54, 57, 58, 59, 60, 61, 63, 65, 73, 76, 81, 90, 111, 112, 113, 115, 116, 120, 128, 147, 159, 160, 164, 177, 179, 190, 196, 199, 221, 231, 236, 240, 243, 246, 248, 261, 262.
8: Miscellaneous

8.1: CASE STUDIES

219. Brosnan, Peter & Wilkinson, Frank

Presents a case study of the contract cleaning industry, focusing on levels of pay in the context of the political and economic climate. Related sections [2.2, 7.1].

220. Cammock, Peter

Examines the approach to industrial relations taken by Bechtel (Pacific) Corporation Ltd. Argues that managerial practice can increase industrial harmony in conflict prone industries. Related section [2.1].

221. Gill, Howard

Examines the activities of the trade union within the agriculture sector along with the effects of legislation. Also looks at the role of specialist agencies within the industry. Related sections [3.2, 7.3].

222. Marsh, N.R.

Study of attitudes and behaviours of employees and managers in dealing with a multi-cultural workforce. Focuses on relationships, job satisfaction and adaptive strategies. Related sections [1.4, 4.2].

223. Martin, John

Examines the relationship between the state and class via rural employer groups. Related section [3.2].

224. Richardson, Len

A study of the evolution of the arbitration system in the New Zealand coalmining industry.

8.2: INTERNATIONAL STUDIES

225. Anderson, Gordon

Evaluates how smaller countries have developed their industrial relations systems to cope with the problems unique to their size. Related section [1.1].


Examines the relationship between unions and management on health and safety issues, drawing on a sample of safety committee members in 51 plants in the United Kingdom. Related section [4.3].
227. Bentley, Phillip & Wang, Kenneth

Discusses the development of new managerial modes in light of several policy changes. Solutions and possible future developments are discussed along with the attitudes of those involved. Related section [4.5].

228. Boston, Jonathan

Examines the changes to state intervention in pay-fixing within the OECD, outlines government wage flexibility and labour market strategies and assesses the relationship between wage bargaining and macro-economic performance. Related section [5.4].

229. Brosnan, Peter

Compares Irish industrial relations to the New Zealand system and assesses the similarities and differences. Looks at the future of industrial relations in Ireland. Related section [1.1].

230. Burgess, John & Sappey, Richard

Outlines and assesses the implications of the 1989 Australian domestic air pilots' dispute, addressing the strategies adopted by the major parties. Related sections [1.1, 2.1, 2.2, 3.1, 5.1, 7.1].

231. Burke, Edward J.

Discusses what is meant by "redundancy" with the major purpose being to show that when redundancy is created, workers have minimal powers to resist management decisions. Questions the morals of this power imbalance. Related sections [2.1, 2.3, 7.3].

232. Chelius, James R.

Reviews empirical studies on the impact of American Occupational Safety and Health regulation. The evidence indicates little impact on the workplace, other than enhanced safety. Related section [4.3].

233. Cupper, Les & Hearn, June

Examines the organisation and structure, leadership, ideology and policy issues to determine the unions' overall effectiveness. Related section [3.2].

234. Deakin, Simon

Reviews the experiences of European countries regarding legislation that underpins collective bargaining, examining the way that this floor is being extended. Related section [7.2].

235. Deakin, Simon

Examines the international experience of attempts to use changes in labour law as a means of enhancing labour market flexibility, with particular reference to the United States and Western Europe. Related section [7.2].
236. Dickens, Linda

Focuses on British labour legislation since 1979 regarding the move away from collective industrial relations, the restricted terrain for lawful industrial action, and legal intervention in union affairs. Related section [7.3].

237. Dive, B.J.

Reviews the Supervisory Board's new role in co-determination as a major breakthrough in German industrial relations. Looks at the implications for New Zealand industrial relations. Related section [4.5].

238. Dwyer, Tom

An ethnographic study of a French construction site, working within an actionalist perspective to develop a sociological model of industrial accidents. Suggests that the social relations of work may become a focus to analyse and prevent accidents. Related section [4.3].

239. Frazer, Ian

Traces the history and development of unionism in the Solomon Islands. Related section [3.1].

240. Galin, Amira & Lansbury, Russei D.

Compares the different methods of the centralised approach to determining national wage policies. Related sections [5.1, 7.3].

241. Glogoski, Alan

Discusses the aspects of the traditional Japanese culture, society, national character and political system and the effects on their negotiating behaviour. Related section [1.3].

242. Gustavsen, Bjorn & Hinnius, Gerry

Looks at the relationship between government, employers and trade unions, analysing how the industrial relations system is shaped, directed and influenced. Related section [1.1].

243. Hess, Michael & Gissua, James

Backgrounds the evolution of Papua New Guinea's industrial relations system, and details recent examples of its operation. Related sections [2.1, 3.1, 7.3].

244. Hicks, John

Examines the division of power between federal and state tribunals and the non-industrial endeavour of Australian unions. Evaluates the success and applicability to the New Zealand situation. Related section [3.1].
245. Hince, Kevin  

Examines the emergence and control of labour unrest; investigating the style of government, the relationship between business and colonial officials, and law and order and paternal rights as they infringed on individual rights. Related sections [2.1, 3.2, 7.1].

246. Hince, Kevin  

Examines developments in industrial relations in Kiribati, questioning its colonial legacy. Related sections [2.3, 7.3].

247. Leckie, Jacqueline  

Explores why the Fiji administration perceived organised labour as a threat, discussing the measures the military regime took to retain control by weakening political roles for unions. Related sections [3.1, 7.1].

248. Leckie, Jacqueline  

Examines the changes in Fijian labour legislation in the context of economic restructuring and the political situation. Related sections [2.1, 7.3].

249. Marchington, Mick  

Assesses the patterns of industrial relations in Britain post-Thatcherism. Related section [1.1].

250. Mire, Joseph  
"Industrial Relations in Austria", (1981) 6(3): 139-149.

Looks at the factors specific to Austrian industrial relations which have contributed to its impressive economic progress. Discusses the outlook for the future. Related section [1.1].

251. Morris, Richard  

Analyses the development and role of Chinese trade unions in the post Cultural Revolution era. The growth of organised labour is charted at national and enterprise level. Related section [3.1].

252. Plowman, David H.  

Discusses the pressure in Australia for an incomes policy, the indexation package, its introduction and subsequent outcomes. Related section [5.1].

253. Plowman, David H.  

Reviews wage indexation from June 1978 until its abandonment. The period since July 1981 and the reasons for abandonment are discussed and future options examined. Related section [5.1].

254. Plowman, David H.  

Discusses the effects of the Hawke Government's economic policies on wage determination and assesses possible future developments. Related sections [5.1, 7.1].
255. Plowman, David H.
Reviews Australian wages policy in the period 1983 to 1990. Related section [5.1].

256. Richards, K.H.
Highlights the role, objectives and strengths of Australian white collar unions through a case study perspective. Related section [1.3].

257. Schuller, Tom & Robertson, Don
Looks at the relationship between shop stewards and their members and the impact of trade union training in seven Scottish workplaces. A framework is developed for the evaluation of formal training. Related section [3.2].

258. Snell, Rick
Examines the background and events surrounding the 1981 public service strike in Western Samoa. Related sections [2.2, 3.1].

259. Teicher, Julian
Applies the concept of breakaway unions to a group of power station operators which seceded from one union and merged with another. Related sections [2.1, 3.1].

260. Teicher, Julian
Discusses the role of the Australian Council of Trade Unions in securing compliance from affiliated unions to its statement of Accord with the Labour Party on Incomes Policy. Related sections [3.2, 5.1].

261. Turkington, Don J.
Looks at alternative industrial actions other than the strike in the United States. Concludes that a range of options is desirable to cover various situations. Related sections [1.2, 1.3, 2.1, 7.3].

262. Whittingslow, George
Reviews the impact of the choice of technology on manpower planning and unemployment. Related sections [4.1, 4.2, 4.4, 4.6].

263. Young, John
Analyses factors which contribute to Switzerland's low levels of industrial conflict. Highlights the preservation of individual freedom of choice, consensus on procedural aspects and the effects of the peace agreement approach. Related sections [2.1, 7.3].

See also articles numbered 20, 21, 34, 52, 56, 57, 63, 78, 85, 93, 105, 109, 110, 111, 119, 127, 133, 134, 138, 141, 185, 202, 218.
8.3: ROLE OF THE MEDIA

264. Cordery, John; Jamieson, Bruce; Stacey, Barrie

Examines the coverage and content of industrial relations matters. Concludes biases, imbalances and selectivity exists.

265. Harbridge, Raymond

Industrial relations items in three newspapers were examined to analyse issues presented and the frequency with which spokespersons were reported to address "fair reporting" concerns.

266. Harbridge, Raymond

A reply to article no. 267.

267. Page, Warren

Comments on article no. 265.

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