

daughter, brother, sister, half-brother and half-or parent or grand-parent of illegitimate child.

LIABILITY.

If personal injury by accident, arising out of and in the course of the employment, is caused to a workman, his employer shall be liable to pay compensation, provided the injury disables him, for a period of at least one week, from earning full wages. (a) Serious and wilful misconduct by the workman does not invalidate the right to compensation, if the injury results in death or serious permanent disablement.

If an employee is found to be suffering from any of the undermentioned diseases, the disease being due to the nature of his employment, and is thereby disabled from earning full wages at his employment, or dies, he (or his dependants in case of death) is entitled to compensation as if the disease were a personal injury by accident.

Anthrax, ankylotomiasis (mining).

Arsenic, lead, mercury or phosphorus poisoning, contracted in connection with certain specified trade processes.

The Secretary of State is empowered to extend this list.

COMPENSATION.

Non-Fatal Accidents.—A weekly payment of half the average earnings during incapacity, such weekly payment not to exceed £1. (a) Unless the disablement is for more than two weeks, no compensation shall be payable for the first week. (b) In the case of domestic servants, shop assistants, or other employees living in, the cost of board and lodging is added to the wages paid, and the compensation based on this total.

If the injured employee is under 21 years of age at the time of injury, and his average weekly earnings are less than 20 shillings, he shall be paid full wages up to 10 shillings per week.

After twelve months' disablement the weekly compensation may be increased to 50 p.c. of the weekly sum the employee would probably have earned at that time but for the accident.

Average earnings shall be computed in the manner best calculated to give the rate per week at which the employee was remunerated. If the shortness of time of employment or its casual nature renders this impracticable, regard may be had to the average weekly amount earned during the previous twelve months by a person in the same grade of employment. (a) If an employee is employed for one day a week and he (or she) is injured on that day, the compensation will be based not on the one day's earnings, but on the average weekly earnings in the same grade of employment.

Fatal Accidents.—Payment to dependants of a sum equal to the employee's earnings during the three years next preceding the injury, or the sum of £150, whichever is the larger, but not exceeding in any case £300. If there are no dependants, reasonable expenses for medical attendance and burial not exceeding £10.

CONTRACTS.

Where an employee contracts with two or more employers, his average weekly earnings shall be computed as if his earnings under all such con-

tracts were earnings in the employment of the employer for whom he was working at the time of the accident. Example.—Two householders might contract with a gardener to work three days a week in the employ of each. If an accident occurred, the employer in whose service he was at the time of the accident would have to pay compensation at the same rate as if the gardener were wholly in his employ.

An employer cannot contract out of his liabilities under the act, except under a scheme certified by the Registrar of Friendly Societies. The scheme must be not less favourable than the act and, where it provides for contributions by employees, the additional benefits must be at least equivalent to those contributions.

An employee may proceed either against his employer or the principal contractor for the work upon which he is engaged. If he elects to proceed against the principal contractor the latter is entitled to be indemnified by the man's employer.

If the contract relates to threshing, ploughing or other agricultural work, and the contractor provides and uses machinery driven by mechanical power, he alone, and not the farmer, is liable to pay compensation.

SUPPLEMENTARY.

The act applies to seamen, weekly compensation being payable when disablement extends beyond the limits of maintenance under the Merchants Shipping Act, 1894.

Failing an agreement being come to between the employer and the employee, the former can only in the case of permanent incapacity, commute by applying to the arbitrators, who may order the redemption of the weekly compensation by the payment of such a lump sum as would purchase a post office annuity equal to 75 p.c. of the annual value of the weekly compensation.

All question under the act, in default of agreement, to be settled by arbitration in accordance with the procedure mentioned in the second schedule to the act.

REMARKS.

It must be evident to everybody how extensive and serious the liability of every employer has now become. The master of industry, the commercial or professional man, the farmer, the shop keeper, the householder, and whether employing one or many laborers or mechanics, clerks or assistants, or servants, are all included.

But, above all, every employer must bear in mind that there is no limit to the period during which compensation may be payable. If the incapacity lasts only a few weeks, or for the rest of the employee's life, the compensation is legally compulsory without cessation unless commuted by the payment of a lump sum.

THE DOMINION GOVERNMENT has announced the publication of a report on the mining industries throughout Canada. R. R. Hadley of Nelson, B.C., formerly superintendent of the Hall Mines smelter, has been appointed to collect full and reliable data for the report in British Columbia, Alberta, Saskatchewan and Manitoba. He starts on his work at once.