Territory Records (Records Disposal Schedule – Territory Administrative Records Disposal Schedules - Industrial Relations Records) Approval 2011 (No 1)

Notifiable instrument NI2011—90

made under the

Territory Records Act 2002, s 19 (Approval of schedules for the disposal of records)

1. Name of Instrument

This instrument is the Territory Records (Records Disposal Schedule – Territory Administrative Records Disposal Schedules - Industrial Relations Records) Approval 2011 (No 1)

2. Approval

I approve the Records Disposal Schedule – Territory Administrative Records Disposal Schedules - Industrial Relations Records.

3. Commencement

This instrument commences on the day after notification.

4. Revocation

I revoke Notifiable Instrument NI2009-441 notified 10 September 2009.

David Wardle Director of Territory Records 28 February 2011



TARDiS

Territory Administrative Records Disposal Schedules Industrial Relations Records

Disposal schedules for records of common administrative functions linked to the Territory Version of Keyword AAA.

The Territory Records Office wishes to thank for their assistance, and acknowledge the permission of the National Archives of Australia in adapting the Commonwealth Administrative Functions Disposal Authority to create this document. The terms in the business classification scheme, taken from the *Territory Version of Keyword AAA* are produced under a licence agreement between the Territory Records Office and the State Records Authority of New South Wales.

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Background

The Territory Administrative Records Disposal Schedules (TARDiS) authorise the disposal of records, in whatever format, relating to common administrative functions carried out by most Territory agencies. The Schedules are issued in accordance with Section 19 of the *Territory Records Act 2002*. The Schedules have been developed using the methodologies of the Australian Standard AS ISO 15489, *Records Management*, and their functional structure is based on the business classification scheme *Keyword AAA: A Thesaurus of General Terms* produced by the State Records Authority of NSW. In 2001 the Territory Records Office purchased a whole-of-government licence for the Thesaurus for free distribution to all Territory agencies. The relationship between the Thesaurus and the Schedules is explained in this introduction.

In compliance with the requirements of the *Territory Records Act 2002*, the TARDiS was reviewed in 2008/2009 and modified to reflect the results of the review and to support the whole-of-government paradigm. Modifications were made to the business classification scheme, to better suit the Territory environment, by adding or removing functions and/or activities and varying scope notes of some activities and functions. The updated business classification scheme is presented at the end of this introduction.

Best Practice in Territory Recordkeeping

The Australian Standard on Records Management AS ISO 15489 has been adopted as the model for best practice recordkeeping. It promotes consistent management of records and sets out strategies, procedures and practices to ensure that records which provide evidence of business, legal and fiscal activities are captured and managed in an efficient and accountable manner. The Territory Records Office has produced guidelines and standards based on AS ISO 15489 to assist agencies to implement these recordkeeping strategies. While AS ISO 15489 provides a strategic direction in Territory recordkeeping, the *Territory Records Act 2002*, and other key pieces of legislation, provides a legal framework for consistent and accountable recordkeeping practices.

Territory records and the law

The *Territory Records Act 2002* applies to all records owned by the Territory. Territory records are defined in Section 9 of the *Territory Records Act 2002* as being:

'a record, in written, electronic or any other form, under the control of the agency or to which it is entitled to control, kept as a record of its activities, whether it was created or received by the agency'.

Records are created and kept as evidence of agencies functions, activities and transactions and can be stored and managed in any format (e.g. paper, video, photograph, microfilm, on computer). Under Section 23 (1) of the *Territory Records Act 2002* it is illegal to abandon or dispose of a record, transfer, damage a record or

neglect a record in a way that causes, or is likely to cause, damage to a Territory record. However, an agency does not contravene this section by doing:

- anything in accordance with the agency's normal administrative practice;
- anything authorised or required to be done under this Act, or a provision of another Act, or a subordinate law, prescribed under the regulations;
- anything with the written approval of the Director of Territory Records or in accordance with a practice or procedure approved by the Director;
- anything in accordance with a resolution of the Legislative Assembly; or
- anything in accordance with an order or decision of a court or tribunal

The Territory Records Act 2002 also grants a right of free public access to records which survive for more than 20 years. Some records may not be open for public access if they contain material that is still sensitive. As well as the Territory Records Act 2002, other general legislation which also applies to keeping and using Territory records such as the Freedom of Information Act 1989. The access section of the Territory Records Act 2002 came into affect on 1 July 2008.00

The Freedom of Information Act 1989 provides a right of public access to, and correction of, Territory records. The Freedom of Information Act 1989 sets out procedures and principles controlling the granting of this access. It states when and how records may be made available, corrected, updated or annotated. If a request for access under the Freedom of Information Act 1989 has been lodged, all files relevant to the request must be identified and preserved until action on the request, and on any subsequent reviews, is completed.

Purpose and Scope of the Territory Administrative Records Disposal Schedules

Purpose

These Records Disposal Schedules allow the disposal of Territory records as required by Section 19 of the *Territory Records Act 2002* and are issued for use across the Territory.

Scope

These Records Disposal Schedules cover the records relating to the common administrative functions performed by the Territory and its agencies. It applies to all records regardless of format. It covers the following 16 common administrative functions, listed by their identifying number, based on the *Territory Version of Keyword AAA* business classification scheme:

- 1. COMMUNITY RELATIONS
- 2. COMPENSATION
- 3. EQUIPMENT & STORES
- 4. ESTABLISHMENT
- 5. FINANCIAL MANAGEMENT
- 6. FLEET MANAGEMENT
- 7. GOVERNMENT RELATIONS

- 8. INDUSTRIAL RELATIONS
- 9. INFORMATION MANAGEMENT
- 10. LEGAL SERVICES
- 11. OCCUPATIONAL HEALTH & SAFETY (OH&S)
- 12. PERSONNEL
- 13. PROPERTY MANAGEMENT
- 14. PUBLICATION
- 16. STRATEGIC MANAGEMENT
- 17. TECHNOLOGY & TELECOMMUNICATIONS

More information on the 16 common administrative functions and the activities which relate to them is provided in the section on the Business Classification Schemes.

Methodology

These Records Disposal Schedules were produced after a detailed analysis of each administrative function carried out in the Territory. This included examining relevant legislation, regulations and directives from agencies which have 'lead agency' responsibilities for administering functions across portfolios. Consultations with stakeholders assisted in identifying recordkeeping requirements and risk analysis was used to assess how long the records should be retained. The appraisal also identified which records should be "Retained as Territory Archives" based on the objectives and criteria set out in *Territory Records Office Standard for Records Management No.2 – Appraisal*.

Some functions and activities covered in these Records Disposal Schedules will also be part of an agency's core functions. In these circumstances agencies may use the Schedule whose functional term best describes their own administrative responsibility where it meets their business needs.

Records already sentenced under old disposal schedules

After 1 July 2003, sentencing activities undertaken by an agency must use these Records Disposal Schedules for disposing of all common administrative records. If records have already been sentenced for destruction before the issue of these Records Disposal Schedules, the sentences may remain and agencies need not re-sentence those records.

Agency Specific Records Disposal Schedules

Operational-specific Records Disposal Schedules must be developed for records relating to business activities carried out by agencies to support core functional responsibilities not covered by these Schedules.

Relationship of the Records Disposal Schedule to the Thesaurus

The whole-of-government functional analysis approach cuts across departments and organisational structures, with functions not just seen as belonging to those agencies and areas in an agency which may have prime responsibility for their administration. For example, training may be managed at an organisational level by the Human

Resource area of an agency, but it is probable that most business areas would carry out activities to support the planning of staff training and development requirements for their own employees. Other agencies may also have an operational responsibility to provide training and can use the activity term Training in their own classification schemes.

The outcome of the functional analysis is the business classification scheme which is hierarchical and based on the following three levels:

- 1. The business function.
- 2. The activities constituting the function.
- 3. Further refinements of the activities or groups of transactions which take place within each activity.

According to the classification model of the *Territory Version of Keyword AAA*:

- functions represent broad business functions of an agency;
- activity descriptors describe the more specific activities taking place within those functions; and
- subject descriptors are added as a means of describing the more specific subjects or topics relating to the matter to be documented within an activity

In these Records Disposal Schedules the first two levels of the *Territory Version of Keyword AAA* structure have been used: the function and activity levels. The records description covers the third level transactions if they have been identified in the analysis of the function. The class description comprises four components: the function and the activity with their scope notes, the description of the records and the disposal action.

Diagram 1 shows this relationship.

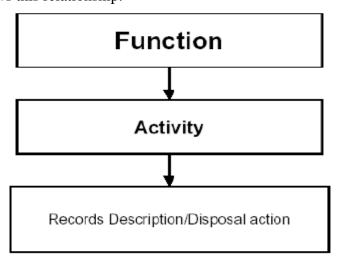


Diagram 1 – Class description

Diagram 2 shows the relationship between the different disposal classes. Each unique function/activity pair can have one or many records descriptions and disposal actions.

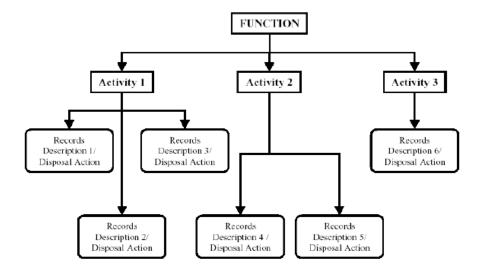


Diagram 2 - Model of disposal classes

Sometimes one class description can look the same as another but have a different retention period. This is because a record's value depends on the context of the functions and activity. For example, the activity 'Policy' in FLEET MANAGEMENT is less important than 'Policy' in STRATEGIC MANAGEMENT.

Layout of the schedules

These Records Disposal Schedules are divided into sections. They begin with an introduction incorporating a glossary and the business classification scheme. Then the function and activity disposal sets or 'disposal classes' relating to one of the 16 functions are described. These are followed by a composite list of classes designated 'Retain as Territory Archives'.

The functions and activity disposal sets show the following details:

Function	This is the broad level business function and is displayed in bold capital letters at the top of each page. It is the highest level in the business classification scheme. It is followed by the scope note, which provides definitions of the function and a collective view of the business activities that make that function unique. Specific directions relating to Territory use of a function have occasionally been added to the <i>Territory Version of Keyword AAA</i> scope note.
Activity	Activities are the processes or operations that make up the business function. They are set in bold and italics below the function statement. This is the second level of the business classification scheme. The scope of the activity encompasses all of the transactions that take place in relation to this activity. Activities can relate to many functions with the scope notes covering all of these relationships (e.g. the activity 'Distribution' is linked to the functions EQUIPMENT & STORES, INFORMATION MANAGEMENT and PUBLICATION). However, each function and activity set represents a unique unit.

Entry No.	This is the disposal class number allocated based on the function and activity set and the class number of the record. The barcode is the same as the Entry No. and may be used in an automated recordkeeping system.
Description of Records	This is the description of the records documenting the business function, activity and transactions. The descriptions can relate to one record such as a register or a group of records documenting a particular set of transactions.
Disposal Action	This is the minimum period a record must be kept for and is the trigger event from which the disposal date can be calculated.
'For' Statements	'For' statements provide guidance on the inter-related links to other function and activity sets. 'For' statements positioned under the activity scope note belong to the particular function/activity set and all the records descriptions. The 'For' statements underneath a particular description relate to that record description alone.

How to Sentence Records Using the Schedules

Sentencing is the process of identifying and classifying records according to a Records Disposal Schedule and applying the disposal action specified in it. In Diagram 2 an overview is presented of sentencing procedures that can be used for:

- records titled using the *Territory Version of Keyword AAA* terms and sentenced from creation using this linked Territory Administrative Records Disposal Schedules;
- records titled using the *Territory Version of Keyword AAA* terms but not sentenced from creation; and
- records where the *Territory Version of Keyword AAA* terms have not been used

These Records Disposal Schedules can be used on all active and inactive records.

Sentencing from creation is the process of allocating a disposal action at the point of creating a record. This means adding the disposal class number to a paper file or to the metadata attached to an electronic record. If you plan to introduce sentencing from creation in your agency you will also need strategies to manage this process. For example, you will need to resolve who will be responsible for making the disposal decisions, either a central records management unit or action officers. If it is to be the individual action officers, the agency will need to consider training requirements and make sure that responsibilities are clearly defined and allocated. Training should include familiarisation with the scope notes of the 16 functions detailed in theses Schedules (see the Business Classification Schemes). Diagram 3 shows steps that can be followed to sentence all records using these Schedules.

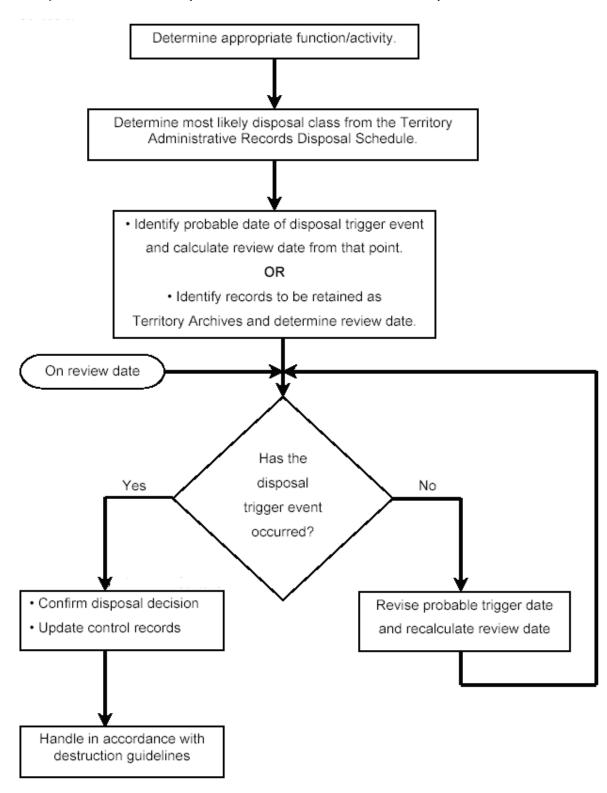


Diagram 3 - Procedures for Sentencing

Determine the appropriate administrative function/activity.

- Using the Territory Version of Keyword AAA and/or these Records Disposal Schedules, determine the appropriate administrative function and activity either to sentence a record from creation, or to link the terms to a record created not using these tools.
- **Read the scope notes thoroughly** rather than just depend on what is considered to be an appropriate term based on the title of the function and activity.
- Note that most activities are generic and can be linked to many functions, with
 the scope notes reflecting this multi-function relationship and functions providing
 the context of the activities. For example, the scope note for the activity
 'Arrangements' reads:

'The activities involved in arranging for a journey or trip or for the delivery of equipment or goods and the usage made of facilities, vehicles, equipment and space. Includes preparing travel itineraries, authorisations, entitlements, etc.'

This activity descriptor is linked to the functions COMMUNITY RELATIONS; EQUIPMENT AND STORES; FLEET MANAGEMENT; PERSONNEL and PROPERTY MANAGEMENT. The activity scope note uses words relating to the different aspects of each function.

- There are occasions when the activity scope note describes a transaction which is also raised to the level of an independent activity in the Business Classification Scheme. For example, the scope note for the activity 'Customer Service' reads 'The activities associated with the planning, monitoring and evaluation of services provided to customers by the agency' but Planning' and 'Evaluation' are also both separate activity terms in the scheme. In such instances the individual activities 'Planning' and 'Evaluation' should not be used for records documenting the 'Customer Service' activity. As a general rule, where there is overlap in activity boundaries, sentencing should be done on the whole activity rather than components of the activity scope.
- If records to be sentenced have not been titled using the *Territory Version of Keyword AAA* but an agency uses a classification scheme, then *a mapping exercise may assist in linking the agency's terms to the 16 functional terms*. For example, 'People Management' could be linked to 'Personnel Management'; and 'Human Resource Management' may be linked to 'PERSONNEL' 'and 'COMPENSATION'.
- Free text titling will usually have a word(s) that should give some indication of the function. For example, in the free text title 'Request for Purchase of Laptops', 'purchase' indicates the activity 'Acquisition' and 'laptops' the 'TECHNOLOGY' & TELECOMMUNICATIONS function.

Determine the most likely disposal class in the Territory Administrative Records Disposal Schedules

• Examine the activities and the classes available in the Schedules under the relevant function.

To assist with good file management, records documenting the same set of transactions have often been divided into two classes: the key documents, and the general working and administrative records. Often the two classes will have the same retention period, which indicates that the supporting documentation is expected to provide important contextual information to manage the business activity. In such instances it is still recommended that the records be kept on two files (either 'paper' files or electronic 'containers') to facilitate retrieval. If an agency decides to raise only one file containing all records, the highest retention period should be used. Agencies may also wish to place all records relating to a function/activity set on one file rather than break them into transaction sets reflected in the 'Description of Records'. Again, if this decision is made, the highest retention period should be allocated and the appropriate entry number used.

• In sentencing records not titled according to the *Territory Version of Keyword AAA*, or where the initial classification is no longer appropriate, many functions and activities may be found on the one record. In such instances records should not be culled or rearranged; rather, *nominate the highest retention period for all functions and activities included*.

Identify probable date of a disposal trigger event and calculate review date from that point. Or identify records to be retained as Territory Archives and determine a review date.

- A trigger is *the point from which the disposal action is calculated*.

 Some trigger dates may be easily identified (e.g. date of separation), but others will be more complex, and it may be necessary to consult the action area or creating officer for advice (e.g. 'destroy 5 years after policy is superseded' or 'destroy when action completed'). The consultation may provide you with a likely trigger date or assist with a risk assessment to determine a reasonable period. Some of the triggers in the Schedules include:
 - ♦ when action is completed
 - ♦ the last action
 - ♦ the last entry
 - the date the next risk assessment occurs
 - an event (e.g. when property is sold; when separation occurs)
- A review date should be added to the record and noted in the control system (e.g. TARDIS 017.010.004 R2013, to note that disposal class entry number TARDIS 017.010.004 has been allocated to this record and that it should be reviewed in 2013).

- Where sentencing is carried out from creation, an agency may choose to allocate a review period for all records and not attempt to determine a review date for each record at the time of creation (e.g. review all records after 5 years). In such cases the disposal class entry number (e.g. TARDiS 017.010.004 R2013) should be noted on the record and the control system.
- When the review is undertaken, the event or date the trigger is based on may have passed. If this has occurred, the disposal action may be implemented.
- For some inactive records this step may finalise the process, as the trigger date may have been met and the calculated disposal date passed. If this is the case then *the final disposal date can be entered on the record* and the control records (e.g. TARDiS 017.010.004 D2013 where D refers to the final disposal date).
- It should be noted that the retention periods in the Schedules are only minimum requirements.

If these periods are too short to meet an agency's particular business requirements, they should be adjusted accordingly.

On the review date, examine records asking the question: 'Has the disposal trigger event occurred?'

• For a sentence allocated from creation this may be some years hence, or it may be a shorter time frame for records already in existence.

If the answer is NO, revise probable trigger date and recalculate a review date

• If on review it is determined that the trigger point has not occurred, then the review date should be recalculated and altered on the record and control system.

If the answer is YES, confirm the disposal decision and update the control records

- If on review it is determined that the trigger point has been reached, *the disposal decision should be confirmed*, taking into account any change that may have occurred in the nature of the record since the allocation of the review date. The disposal date should then be entered on the record and in the control system (e.g. TARDIS 017.010.004, D2013). If the nature of the record has changed, *the record should be re-sentenced* with a new review date.
- Records which relate to any exempt clauses under Section 28 of the *Territory Records Act 2002*, or are subject to a request for access under the *Freedom of Information Act 1989*, the *Territory Records Act 2002* or any other Act should not be destroyed until the action has been completed.

Special notes to the schedules

Establishment and personnel records

A number of agencies manage their establishment structures and employ staff under their own enabling legislation rather than the *Public Sector Management Act 1994*. Such agencies are not excluded from using the sections of the Schedules relating to the ESTABLISHMENT and PERSONNEL functions, but before doing so should check their own enabling legislation and other regulatory directives for major variations in scope and requirements. In cases where the variations are great, these Schedules are not applicable. Coverage in such circumstances must be included under operational Records Disposal Schedules. Where there is doubt if these schedules cover ESTABLISHMENT or PERSONNEL records contact the Territory Records Office for advice.

Normal administrative practice (NAP)

Some records may be destroyed without records disposal coverage under the 'normal administrative practice' (NAP) provisions of the *Territory Records Act 2002*. Records can be disposed of as a normal administrative practice if they are:

- duplicate (e.g. an information copy)
- obviously unimportant (e.g. telephone message slips)
- of short term facilitative value (e.g. compliment slips)
- a combination of these

The guiding principle is that agencies should always be sure that destroying the record will not destroy evidence that might be needed. Records that have been captured into a recordkeeping system should not be destroyed as NAP unless the reason for their destruction is recorded in full on the relevant control records. NAP can apply to electronic records as well as paper records (e.g. information on word processing systems where a hard copy has been captured into a recordkeeping system). It is designed to allow for sensible business practices. Further information on NAP can be obtained from the *Territory Records Office Records Advice No.2- Normal administrative practice (NAP)*.

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BUSINESS CLASSIFICATION SCHEME

INDUSTRIAL RELATIONS

The function of managing interaction between employers, employees, and the government; and the institutions and representative associations through which such interactions are mediated. Includes negotiations conducted to obtain determinations, agreements or awards, industrial disputes settled within the agency or by an external arbitrator and reports of the state of industrial relations within an agency.

Advice

The activities associated with offering opinions as to an action or judgement. Includes the process of advising.

Agreements

The processes associated with the establishment, maintenance, review and negotiation of agreements. Includes records associated with preparing agreements/contracts and settling those agreements/contracts. Includes contracts, memoranda of understanding (MOU), deeds, leases, licences and mortgages.

Allowances

The activities involved in arranging and managing money paid to employees in addition to salary to cover expenses incurred in the course of employment (e.g. travelling allowances).

Appeals (Decisions)

The activities involved in the process of appeals against decisions by application to a higher authority.

Audit

The activities associated with officially checking financial, quality assurance and operational records to ensure they have been kept and maintained in accordance with agreed or legislated standards and correctly record the events, processes and business of an agency, company or other organisation in a specified period. Includes compliance audits, financial audits, operational audits, recordkeeping audits, skills audits, system audits and quality assurance audits.

Claims

The process of administering and managing payments demanded in accordance with an insurance policy as compensation for injury, death, or denial of rights of a person, or damage to or destruction of property. Includes disputes over rights and ownership, and recompense sought for stolen or lost property.

Committees

The activities associated with the establishment, appointment of members, terms of reference, proceedings, minutes of meetings, reports, agendas, etc. of committees and task forces.

Compliance

The activities associated with complying with mandatory or optional accountability, fiscal, legal, regulatory or quality standards or requirements. Includes compliance with legislation and with national and international standards, such as the ISO 9000 series.

Contracting out

The activities involved in managing the performance of work or the provision of goods and services by an external contractor, vendor or consultant, or by using external bureau services. Includes outsourcing.

Disputes

The process of handling any disagreement pertaining to awards, agreements, demarcation issues, breaches of injunctions, secret ballots, etc.

Enterprise Bargaining

The process where employees negotiate increased pay or other benefits with their employers in exchange for implementation of working arrangements that improve the performance of the agency. Includes activities associated with establishing and implementing an enterprise agreement.

Grievances

The activities associated with the handling and resolution of grievances. Includes handling complaints over perceived discrimination, or those arising over work environment, work organisation or distribution, peers, supervisors or subordinates. Also includes complaints regarding the provision of access to opportunities such as training, equipment, promotion, or higher duties.

Industrial Action

The activities associated with dealing with a failure or refusal to attend or perform work in association with a dispute between management and workers. Includes lock-outs, strikes etc.

Infringements

The activities associated with handling breaches of rules. Includes driving or traffic infringements and infringements of the agency's intellectual property.

Inspections

The process of official examinations of facilities, equipment and items, to ensure compliance with agreed standards and objectives.

Insurance

The process of taking out premiums to cover loss or damage to property or premises, and to cover customers and staff against injury or death resulting from incidents on the agency's premises or whilst engaged during employment.

Meetings

The activities associated with regular or ad hoc gatherings held to formulate, discuss, update or resolve issues and matters pertaining to the function. Includes staff meetings, arrangements, agenda, taking of minutes, etc. Excludes committee meetings.

Planning

The process of formulating ways in which objectives can be achieved. Includes determination of services, needs and solutions to those needs.

Policy

The activities associated with developing and establishing decisions, directions and precedents which act as a reference for future decision making, as the basis from which the agency's operating procedures are determined.

Procedures

Standard methods of operating laid down by the agency according to formulated policy.

Reporting

The processes associated with initiating or providing a formal response to a situation or request (either internal, external or as a requirement of corporate policies, regulation, or legislation, e.g. Annual Report). Includes statistics and returns.

Research

The activities involved in investigating or enquiring into a subject or area of interest in order to discover facts, principles, etc. Used to support development of projects, standards, guidelines, etc. and business activities in general. Includes following up enquiries relating to programs, projects, working papers, literature searches, etc.

Tendering

The activities involved in receiving and assessing tenders, of making offers and finalising contract arrangements for the supply, sale or purchase of goods and services.

RECORDS DISPOSAL SCHEDULE

INDUSTRIAL RELATIONS

The function of managing interaction between employers, employees, and the government; and the institutions and representative associations through which such interactions are mediated. Includes negotiations conducted to obtain determinations, agreements or awards, industrial disputes settled within the agency or by an external arbitrator and reports of the state of industrial relations within an agency.

Advice

The activities associated with offering opinions as to an action or judgement. Includes the process of advising.

Entry No. 008.005.001	Description of Records Master sets of Cabinet documents relating to security coordination held by the Cabinet Secretariat in the Cabinet Office.	Disposal Action Retain as Territory Archives
008.005.002	Advice provided by the agency to the Chief Minister or portfolio Minister and government agencies on controversial public issues with far-reaching social, economic and international implications relating to the functional responsibilities of the agency.	Retain as Territory Archives
008.005.003	Working papers documenting the development of Information Papers, Assembly Business Papers and Appointments held by the Cabinet Office.	Retain as Territory Archives
008.005.004	Working papers documenting the development of advice provided by the agency to the Chief Minister or portfolio Minister and government agencies on controversial public issues with farreaching social, economic and international implications relating to the functional responsibilities of the agency.	Retain as Territory Archives
008.005.005	Cabinet documents as defined in the cabinet handbook held by an agency or Minister.	Return to Cabinet Liaison Officers when Cabinet papers are no longer required and destroy

Advice (Continued)

The activities associated with offering opinions as to an action or judgement. Includes the process of advising.

Entry No. 008.005.006	Description of Records Working papers documenting the development of Information Papers, Assembly Business Papers and Appointments held by an agency or Minister. Includes drafts.	Disposal Action Return to Cabinet Liaison Officers when Cabinet papers are no longer required and destroy
008.005.007	Advice provided by the agency to the Chief Minister or portfolio Minister and government agencies on matters of lesser importance, with no far reaching impact on the social, economic and international standing of the country. Includes advice provided in the form of:	Destroy 5 years after action completed
	 briefing notes (includes background briefs and Question Time Briefs) minutes providing advice to the Minister minutes providing co-ordination comments advice to other agencies. 	
008.005.008	Working papers documenting the development of advice provided by the agency to the Chief Minister or portfolio Minister and government agencies on matters of lesser importance, with no farreaching impact on the social, economic and international standing of the Territory.	Destroy 5 years after action completed
008.005.009	Records documenting provision of advice to Government on the nomination, appointment, resignation and termination of members of the public to boards, committees and statutory positions which are administered by the agency.	action completed
008.005.010	General administrative records documenting	Destroy 2 years after

action completed

the provision of advice. Includes list of

briefing requirements and records documenting the tabling of reports and papers to the Legislative Assembly.

Agreements

The processes associated with the establishment, maintenance, review and negotiation of agreements. Includes records associated with preparing agreements/contracts and settling those agreements/contracts. Includes contracts, memoranda of understanding (MOU), deeds, leases, licences and mortgages.

[For Certified Agreements made under the Workplace Relations Act 1996, use INDUSTRIAL RELATIONS - Enterprise Bargaining.

For Australian Workplace Agreements with individual employees, use PERSONNEL - Case Management.]

Entry No. 008.006.001	Description of Records Records documenting cases covering awards and agreements heard or certified by the central arbitration or determining body (e.g. Australian Industrial Relations Commission) where the agency is a major participant in negotiations. Includes arbitrated variations and consent variations to an award.	Disposal Action Retain as Territory Archives
008.006.002	Records documenting cases covering awards and agreements where the agency had little or no input.	Destroy 5 years after action completed

Allowances

The activities involved in arranging and managing money paid to employees in addition to salary to cover expenses incurred in the course of employment (e.g. travelling allowances).

Entry No.	Description of Records Dispo	sal Action
008.008.001	Records documenting arrangements and money paid to enable employees to attend action meetings and events to support the industrial relations function (e.g. Workplace Relations Committee meetings).	by 7 years after a completed
	[For the payment of allowances to employees, use FINANCIAL MANAGEMENT - Salaries.]	

Appeals (Decisions)

The activities involved in the process of appeals against decisions by application to a higher authority.

Entry No.	Description of Records	Disposal Action
008.009.001	Records documenting appeals made to the central arbitration or determining body against a decision or an order where the agency is a major participant in negotiations.	Retain as Territory Archives
008.009.002	Records documenting appeals against a decision or an order where the agency had little or no input into the negotiations.	Destroy 2 years after action completed
	[For appeals made by individual employees, use PERSONNEL - Reviews (decisions).]	

Audit

The activities associated with officially checking financial, quality assurance and operational records to ensure they have been kept and maintained in accordance with agreed or legislated standards and correctly record the events, processes and business of an agency, company or other organisation in a specified period. Includes compliance audits, financial audits, operational audits, recordkeeping audits, skills audits, system audits and quality assurance audits.

Entry No. 008.013.001	Description of Records Final internal and external audit report relating to the industrial relations function. Includes the final reports from audits conducted by the ACT Auditor General's Office.	Disposal Action Destroy 5 years after action completed
008.013.002	Records documenting the planning and conduct of internal and external audits relating to the industrial relations function. Includes:	Destroy 5 years after action completed
	 liaison with the auditing body notes taken at opening and exit interviews draft reports comments. 	

Claims

The process of administering and managing payments demanded in accordance with an insurance policy as compensation for injury, death, or denial of rights of a person, or damage to or destruction of property. Includes disputes over rights and ownership, and recompense sought for stolen or lost property.

Entry No. 008.019.001

Description of Records

Records documenting claims against insurance policies for damage and/or loss incurred by an agency resulting from industrial action.

[For the management of insurance policies, use INDUSTRIAL RELATIONS -Insurance.]

Disposal Action

Destroy 7 years after finalisation or withdrawal of claim

Committees

The activities associated with the establishment, appointment of members, terms of reference, proceedings, minutes of meetings, reports, agendas, etc. of committees and task forces.

[For selection or election of employee representatives to a Health & Safety Committee and the nomination of union representatives, use OCCUPATIONAL HEALTH & SAFETY (OH&S) - Representatives.]

Entry No. 008.020.001

Description of Records

Records of high level committees formed Retain as Territory to consider matters relating to the industrial relations function where the agency provides the Secretariat, is the Territory's main representative, or plays a significant role. Includes:

- documents establishing the committee
- agendas
- minutes
- reports
- recommendations
- supporting documents such as briefing and discussion papers.

Disposal Action

Archives

Committees (Continued)

The activities associated with the establishment, appointment of members, terms of reference, proceedings, minutes of meetings, reports, agendas, etc. of committees and task forces.

[For selection or election of employee representatives to a Health & Safety Committee and the nomination of union representatives, use OCCUPATIONAL HEALTH & SAFETY (OH&S) - Representatives.]

Entry No. 008.020.002

Description of Records

Disposal Action

Records of other committees formed to consider matters relating to the industrial action completed relations function Includes:

Destroy 10 years after

- documents establishing the committee
- final versions of minutes
- reports
- recommendations
- supporting documents such as briefing papers and discussion papers.

[For records detailing negotiations for enterprise bargaining agreements, use INDUSTRIAL RELATIONS - Enterprise Bargaining.]

008.020.003

Working papers documenting the conduct and administration of committees which consider matters relating to the industrial relations function. Includes:

Destroy 6 months after last action

- agendas
- notices of meetings
- draft minutes.

Compliance

The activities associated with complying with mandatory or optional accountability, fiscal, legal, regulatory or quality standards or requirements. Includes compliance with legislation and with national and international standards, such as the ISO 9000 series.

Entry No.	Description of Records	Disposal Action
008.021.001	Records documenting agency compliance	• •
	with mandatory or optional standards or with statutory requirements relating to the	1
	industrial relations function	

Contracting out

The activities involved in managing the performance of work or the provision of goods and services by an external contractor, vendor or consultant, or by using external bureau services. Includes outsourcing.

Entry No.	Description of Records	Disposal Action
008.025.001	Records documenting contract management relating to the industrial relations function. Includes:	Destroy 7 years after completion or other termination of
	 minutes of meetings with main stakeholders 	agreement or contract

performance and evaluation

reports.

Disputes

The process of handling any disagreement pertaining to awards, agreements, demarcation issues, breaches of injunctions, secret ballots, etc.

Entry No. 008.035.001

Description of Records

Records documenting the management of Destroy 6 years after service, agency-wide or local industrial disputes. Includes records documenting liaison with employees, union representatives and the Territory's lead agency.

[For advice on legal aspects of an industrial dispute, use LEGAL SERVICES - Advice.

For a dispute which escalates into industrial action (e.g. strikes, bans, lockouts), use INDUSTRIAL RELATIONS -Industrial Action.]

Disposal Action

action completed

Enterprise Bargaining

The process where employees negotiate increased pay or other benefits with their employers in exchange for implementation of working arrangements that improve the performance of the agency. Includes activities associated with establishing and implementing an enterprise agreement.

Entry No. 008.041.001

Description of Records

Records documenting negotiation, establishment and implementation of Certified Agreements made under the terms of the *Workplace Relations Act* 1996. Includes:

- negotiations with staff and union representatives
- records documenting the conduct of the staff ballot
- draft agreements
- liaison with the Territory's lead agency
- Ministerial approvals
- records to support lodgement with the Australian Industrial Registry
- certified copies of final agreements
- minutes of Workplace Relations
 Committee meetings considering
 issues relating to the development
 of certified agreements.

[For agreements with an individual employee, use PERSONNEL - Agreements.]

008.041.002

Records documenting negotiations, Retain as Territory establishment and implementation of other Archives industrial relations agency-wide agreements (e.g. Enterprise Agreements made under legislation.)

Disposal Action

Retain as Territory Archives

Grievances

The activities associated with the handling and resolution of grievances. Includes handling complaints over perceived discrimination, or those arising over work environment, work organisation or distribution, peers, supervisors or subordinates. Also includes complaints regarding the provision of access to opportunities such as training, equipment, promotion, or higher duties.

Entry No. 008.051.001

Description of Records

Records documenting employee grievances and complaints. Includes records documenting liaison with employees, union representatives and the Territory's lead agency.

[For a grievance which escalates into a dispute or industrial action, use INDUSTRIAL RELATIONS - Disputes or INDUSTRIAL RELATIONS - Industrial Action.

For personal grievances lodged by individual employees, use PERSONNEL - Grievances.

For advice on legal aspects of handling grievances, use LEGAL SERVICES - Advice.]

Disposal Action

Destroy 6 years after action completed

Industrial Action

The activities associated with dealing with a failure or refusal to attend or perform work in association with a dispute between management and workers. Includes lockouts, strikes etc.

[For advice on legal aspects of managing an industrial action, use LEGAL SERVICES - Advice.

For the management of any variation in employees' pay as a result of an industrial action, use PERSONNEL - Salaries.]

Entry No. 008.054.001

Description of Records

Records documenting the management of Retain as Territory industrial action (e.g. strikes, bans, lockouts, go-slows, work-to-rule) of a significant nature (e.g. involving large numbers of agency staff) where the action has a major affect on the provision of services to the community or if it has service-wide implications. Includes:

- notifications to the Minister
- liaison with the relevant lead agency
- discussions/ meetings and conferences between parties
- hearings before arbitrators, commissions or tribunals (e.g. **Australian Industrial Relations** Commission, Fair Work Australia)
- hearings before the Federal Court and predecessor bodies
- communications with staff.

008.054.002 Records documenting the management of Destroy 6 years after industrial action (e.g. strikes, bans, lockouts, go-slows, work-to-rule) of a minor nature (e.g. involving few staff), with no major effect on the provision of services to the community or confined to a localised area of the agency.

action completed

Disposal Action

Archives

Infringements

The activities associated with handling breaches of rules. Includes driving or traffic infringements and infringements of the agency's intellectual property.

Entry No.	Description of Records	Disposal Action
008.055.001	Records documenting industrial relations infringements incurred by the agency that had significant public or political impact or resulted in significant changes to policies, procedures, establish a precedent or involves substantial investigation.	•
008.055.002	Records documenting any industrial relations infringements incurred by the agency.	Destroy 7 years after action completed

Inspections

The process of official examinations of facilities, equipment and items, to ensure compliance with agreed standards and objectives.

[For inspections where a prosecution occurs, use LEGAL SERVICES - Litigation.]

Entry No. 008.057.001	Description of Records Records documenting inspections carried out as a result of a dispute where breaches action completed are recorded. Disposal Action Destroy 6 years after action completed
	[For records detailing inspections carried out under the occupational health & safety (OH&S) function, use OCCUPATIONAL HEALTH & SAFETY (OH&S) - Inspections.]
008.057.002	Records documenting routine inspections. Destroy 3 years after action completed

Insurance

The process of taking out premiums to cover loss or damage to property or premises, and to cover customers and staff against injury or death resulting from incidents on the agency's premises or whilst engaged during employment.

[For insurance claims lodged, use INDUSTRIAL RELATIONS - Claims.

For managing financial transactions supporting insurance activities, use FINANCIAL MANAGEMENT - Accounting and/or FINANCIAL MANAGEMENT - Payments.]

Entry No.	Description of Records	Disposal Action
008.059.001	Insurance policies.	Destroy 7 years after policy expires
008.059.002	Records documenting the annual renewal of insurance policies.	Destroy 1 year after action completed

Meetings

The activities associated with regular or ad hoc gatherings held to formulate, discuss, update or resolve issues and matters pertaining to the function. Includes staff meetings, arrangements, agenda, taking of minutes, etc. Excludes committee meetings.

Entry No. 008.072.001	Description of Records Final version of minutes and supporting documents tabled at meetings held to support the industrial relations function. Includes ongoing consultative meetings with union representatives and staff.	Disposal Action Destroy 6 years after action completed
008.072.002	Working papers documenting the conduct and administration of meetings held to support the industrial relations function. Includes:	Destroy 6 months after last action
	agendasnotices of meetingsdraft minutes.	

Planning

The process of formulating ways in which objectives can be achieved. Includes determination of services, needs and solutions to those needs.

Entry No.	Description of Records	Disposal Action
008.079.001	Final versions of agency-wide industrial relations plans (e.g. dispute contingency or action plans).	Destroy 5 years after plan is superseded
008.079.002	Final version of section or business unit's industrial relations plans, including state, regional or overseas office.	• •
008.079.003	Working papers used to develop all industrial relations plans. Includes: • working papers • draft plans • reports analysing issues • comments received from other areas of the agency.	Destroy 1 year after adoption of final plan
008.079.004	Copies of all industrial relations plans.	Destroy 6 months after last action

Policy

The activities associated with developing and establishing decisions, directions and precedents which act as a reference for future decision making, as the basis from which the agency's operating procedures are determined.

Entry No. 008.080.001	Description of Records Records documenting the development and establishment of the agency's industrial relations policies. Includes:	Disposal Action Retain as Territory Archives
	 policy proposals research papers results of consultations supporting reports major drafts final policy documents. 	
008.080.002	Records documenting comments made on the development of government-wide industrial relations policies.	Destroy 3 years after promulgation of new policy

Policy (Continued)

The activities associated with developing and establishing decisions, directions and precedents which act as a reference for future decision making, as the basis from which the agency's operating procedures are determined.

Entry No.	Description of Records	Disposal Action
008.080.003	Working papers documenting the development of all industrial relations policies.	Destroy 3 years after promulgation of new policy
008.080.004	Copies of policy documents and supporting papers.	Destroy 6 months after last action

Procedures

Standard methods of operating laid down by the agency according to formulated policy.

Entry No.	Description of Records	Disposal Action
008.082.001	Master set of agency manuals, handbooks, directives etc detailing procedures supporting the industrial relations function.	Destroy 5 years after procedures are superseded
008.082.002	Records documenting the development of agency procedures supporting the industrial relations function.	Destroy 2 years after completion of procedures
008.082.003	Copies of manuals, handbooks, directives etc.	Destroy 6 months after last action

Reporting

The processes associated with initiating or providing a formal response to a situation or request (either internal, external or as a requirement of corporate policies, regulation, or legislation, e.g. Annual Report). Includes statistics and returns.

Note: Reports resulting from a routine activity (e.g. inspection reports), form part of that activity, i.e. reports resulting from an inspection are part of the inspection and not the activity of Reporting. Reports of these type should be classified as part of the greater activity generating the report.

Entry No. 008.088.001	Description of Records Final versions of formal internal reports and reports made to external agencies relating to the industrial relations function.	Disposal Action Destroy 5 years after action completed
008.088.002	Final versions of periodic internal reports on general administrative matters used to monitor and document recurring activities to support the industrial relations function.	action completed
008.088.003	Working papers documenting the development of all reports. Includes drafts and comments received.	Destroy 1 year after action completed
008.088.004	Copies of industrial relations reports.	Destroy 6 months after last action

Research

The activities involved in investigating or enquiring into a subject or area of interest in order to discover facts, principles, etc. Used to support development of projects, standards, guidelines, etc. and business activities in general. Includes following up enquiries relating to programs, projects, working papers, literature searches, etc.

Entry No.	Description of Records	Disposal Action
008.091.001	Records documenting detailed research carried out to support the industrial relations function.	Destroy 3 years after research is completed
008.091.002	Records documenting routine research carried out to support the industrial relations function.	Destroy 6 months after last action

Tendering

The activities involved in receiving and assessing tenders, of making offers and finalising contract arrangements for the supply, sale or purchase of goods and services.

Entry No. 008.104.001	Description of Records Records documenting the development and issue of tender documentation. Includes: • statements of requirements • requests for proposals • expressions of interest • requests for tender (RFT) • draft contracts.	Disposal Action Destroy 7 years after tender process completed
008.104.002	Evaluation of tenders received against selection criteria. Includes: • records documenting arrangements for carrying out the evaluation process • evaluation reports • recommendations • final reports • public notices.	Destroy 7 years after tender process completed
008.104.003	Records documenting post-offer negotiations and due diligence checks.	Destroy 7 years after tender process completed
008.104.004	Records of unsuccessful tenders or a tender process where there is no suitable bidder, or where the tender process has been discontinued. Includes: • submissions • notifications of outcome • reports on debriefing sessions.	Destroy 2 years after tender process completed or decision made not to continue with the tender
008.104.005	Tender registers.	Destroy 7 years after last entry
008.104.006	Signed contracts under seal resulting from tenders and supporting records.	Destroy 12 years after completion or other termination of agreement or contract

Tendering (Continued)

The activities involved in receiving and assessing tenders, of making offers and finalising contract arrangements for the supply, sale or purchase of goods and services.

Entry No.	Description of Records	Disposal Action
008.104.007	Signed simple contracts and agreements resulting from tenders and supporting records.	Destroy 7 years after completion or other termination of agreement or contract
008.104.008	Contract registers.	Destroy 7 years after last entry

RETAIN AS TERRITORY ARCHIVES

INDUSTRIAL RELATIONS

The function of managing interaction between employers, employees, and the government; and the institutions and representative associations through which such interactions are mediated. Includes negotiations conducted to obtain determinations, agreements or awards, industrial disputes settled within the agency or by an external arbitrator and reports of the state of industrial relations within an agency.

Advice

The activities associated with offering opinions as to an action or judgement. Includes the process of advising.

Entry No.	Description of Records	Disposal Action
008.005.001	Cabinet documents as defined in the Cabinet Handbook held by the Cabinet Office.	Retain as Territory Archives
008.005.002	Advice provided by the agency to the Chief Minister or portfolio Minister and government agencies on controversial public issues with far-reaching social, economic and international implications relating to the functional responsibilities of the agency.	Retain as Territory Archives
008.005.003	Working papers documenting the development of Cabinet memorandums and Cabinet Discussion Papers held by the Cabinet Office.	Retain as Territory Archives
008.005.004	Working papers documenting the development of advice provided by the agency to the Chief Minister or portfolio Minister and government agencies on controversial public issues with farreaching social, economic and international implications relating to the functional responsibilities of the agency.	Retain as Territory Archives

Agreements

The processes associated with the establishment, maintenance, review and negotiation of agreements. Includes records associated with preparing agreements/contracts and settling those agreements/contracts. Includes contracts, memoranda of understanding (MOU), deeds, leases, licences and mortgages.

[For Certified Agreements made under the Workplace Relations Act 1996, use INDUSTRIAL RELATIONS - Enterprise Bargaining.

For Australian Workplace Agreements with individual employees, use PERSONNEL -Case Management.]

Entry No. 008.006.001

Description of Records

Records documenting cases covering awards and agreements heard or certified by the central arbitration or determining body (e.g. Australian Industrial Relations Commission) where the agency is a major participant in negotiations. Includes arbitrated variations and consent variations to an award.

Disposal Action

Retain as Territory Archives

Appeals (Decisions)

The activities involved in the process of appeals against decisions by application to a higher authority.

Entry No. 008.009.001

Description of Records

negotiations.

Records documenting appeals made to the Retain as Territory central arbitration or determining body against a decision or an order where the agency is a major participant in

Disposal Action

Archives

Committees

The activities associated with the establishment, appointment of members, terms of reference, proceedings, minutes of meetings, reports, agendas, etc. of committees and task forces.

[For selection or election of employee representatives to a Health & Safety Committee and the nomination of union representatives, use OCCUPATIONAL HEALTH & SAFETY (OH&S) - Representatives.]

Entry No. 008.020.001

Description of Records

Records of high level committees formed Retain as Territory to consider matters relating to the industrial relations function where the agency provides the Secretariat, is the Territory's main representative, or plays a significant role. Includes:

- documents establishing the committee
- agendas
- minutes
- reports
- recommendations
- supporting documents such as briefing and discussion papers.

Disposal Action

Archives

Enterprise Bargaining

The process where employees negotiate increased pay or other benefits with their employers in exchange for implementation of working arrangements that improve the performance of the agency. Includes activities associated with establishing and implementing an enterprise agreement.

Entry No. 008.041.001

Description of Records

Records documenting negotiation, establishment and implementation of Certified Agreements made under the terms of the *Workplace Relations Act* 1996. Includes:

- negotiations with staff and union representatives
- records documenting the conduct of the staff ballot
- draft agreements
- liaison with the Territory's lead agency
- Ministerial approvals
- records to support lodgement with the Australian Industrial Registry
- certified copies of final agreements
- minutes of Workplace Relations Committee meetings considering issues relating to the development of certified agreements.

[For agreements with an individual employee, use PERSONNEL - Agreements.]

008.041.002

Records documenting negotiations, Retain as Territory establishment and implementation of other Archives industrial relations agency-wide agreements (e.g. Enterprise Agreements made under legislation).

Disposal Action

Retain as Territory Archives

Industrial Action

The activities associated with dealing with a failure or refusal to attend or perform work in association with a dispute between management and workers. Includes lockouts, strikes etc.

[For advice on legal aspects of managing an industrial action, use LEGAL SERVICES - Advice.

For the management of any variation in employees' pay as a result of an industrial action, use PERSONNEL - Salaries.]

Entry No. 008.054.001

Description of Records

Records documenting the management of Retain as Territory industrial action (e.g. strikes, bans, lockouts, go-slows, work-to-rule) of a significant nature (e.g. involving large numbers of agency staff) where the action has a major affect on the provision of services to the community or if it has service-wide implications. Includes:

- notifications to the Minister
- liaison with the relevant lead agency
- discussions/meetings and conferences between parties
- hearings before arbitrators, commissions or tribunals (e.g. Australian Industrial Relations Commission, Fair Work Australia)
- hearings before the Federal Court and predecessor bodies
- communications with staff.

Infringements

The activities associated with handling breaches of rules. Includes driving or traffic infringements and infringements of the agency's intellectual property.

Entry No. 008.055.001

Description of Records

Records documenting industrial relations Retain as Territory infringements incurred by the agency that Archives had significant public or political impact or resulted in significant changes to policies, procedures, establish a precedent or involves substantial investigation.

Disposal Action

Disposal Action

Archives

Policy

The activities associated with developing and establishing decisions, directions and precedents which act as a reference for future decision making, as the basis from which the agency's operating procedures are determined.

Entry No. 008.080.001

Description of Records

Disposal Action

Records documenting the development and establishment of the agency's industrial relations Archives policies. Includes:

Retain as Territory

- policy proposals
- research papers
- results of consultations
- supporting reports
- major drafts
- final policy documents.

SCHEDULE OF AMENDMENTS – this information is provided for the assistance of users but does not form part of the Notifiable Instrument.

Changes to NI2009-441		Dated	10 September 2009		
New Features (Insertions)					
FUNCTION	Activity	Entry no.	Description		
Enhancements (Changes)					
FUNCTION	Activity	Entry no.	Description		
INDUSTRIAL	Appeals (Decisions)	008.009.002	omit		
RELATIONS			Appeals (decisions)		
			substitute		
			Reviews (decisions)		
Corrections (Deletions)					
FUNCTION	Activity	Entry no.	Description		