

(11241.) OTAGO AND SOUTHLAND **METALWORKERS' ASSISTANTS.**—
DETERMINATION OF CONCILIATION COMMISSIONER.

In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, and of the Finance Act, 1936, and in the matter of a reference from the Otago Metal-workers Assistants' Industrial Union of Workers and the Dunedin Engineers, Metal-workers, and Iron and Brass Founders' Industrial Union of Employers to determine the earnings of boys and youths to restore the present rates of remuneration to the rates existing prior to the taking effect of the general order of the Court, dated 29th May, 1931.

IN pursuance and exercise of the authority conferred by Part II of the Finance Act, 1936, and of the reference submitted to me by the Minister of Labour after hearing the parties, and being satisfied that by reason of an alteration made by the award dated 11th June, 1935 (hereinafter called the new award), in the basis of the remuneration of boys and youths as compared with the award of 30th October, 1929 (hereinafter called the original award), the question arises as to the rates of remuneration to be payable after the 1st day of July, 1936, to ensure, as far as practicable, that the earnings of boys and youths employed under the new award shall not be less for

any week than the earnings he would have been entitled to receive if in that week he had been employed under the conditions prescribed by the original award.

In the new award the basis of remuneration for boys and youths depended principally upon the worker's years of experience, with special provision for limited age rate for youths commencing at or over the age of eighteen years. In the original award the basis was age with a special experience rate after three years' experience at certain specified work.

It is common knowledge that conditions prevailing for the last few years prevented many youths from obtaining employment at the age recognized in the original award and, in fact, generally recognized as the commencing age, but of late with the greater demand for labour many youths of the age of eighteen years and over have been placed in employment without previous experience and at a special rate of pay.

Under the original award a boy aged, say, fourteen years and nine months at the period of commencement received payment at the rate of £1 1s. per week. When he reached fifteen years of age he would have three months' experience and would receive £1 7s. per week. That increase of 6s. per week became payable solely by reason of the birthday age of the boy. Each succeeding year he received an increase upon his birthday, but he had a further increase at the end of his year's employment, and that increase is now at the end of each six months.

It is not suggested that youths of eighteen years or over without experience were employed during the term of the original award at the rate fixed therein, but certain youths have been employed under the new award, and it is considered advisable to make special provision for such workers.

I hereby fix their wages as follows: Youths, eighteen years of age or over the age of eighteen years with less than one year's experience in this industry and at present employed by any party to this award may, subject to the provision of section 12, subsection (2), of the Factories Amendment Act, 1936, be paid at the rate of £1 15s. for the first six months, £1 19s. for the second six months, £2 3s. for the third six months £2 13s., for the fourth six months £3 3s. Youths commencing at eighteen years of age or over who upon acquiring two years' experience with any employer party to the new award at steel, sash, lift, and grill work shall be paid at the minimum rate of 1s. 10½d. per hour until he reaches twenty-one years of age.

Youths, sixteen years of age and under eighteen years with less than one year's experience in this industry, and at present

employed by any party to this award may, subject to the provisions of section 12, subsection (2), of the Factories Amendment Act, 1936, be paid at the following rates:—

	£	s.	d.
First six months	1	7	0
Second six months	1	11	0
Third six months	1	15	0
Fourth six months	1	19	0
Fifth six months	2	3	0
Sixth six months	2	8	0
Seventh six months	2	13	0
Thereafter as clause 3 (b) of the original award.			

I see no reason for any adjustment in the rates of remuneration of other boys and youths engaged in this industry.

NOTE.—There shall be taken into account all periods of a person's employment in any factory whatsoever.

Dated at Christchurch, this 15th day of September, 1936.

S. RITCHIE, Conciliation Commissioner.