

(11282.) WELLINGTON INDUSTRIAL DISTRICT **FEMALE DENTAL ASSISTANTS.**—AWARD.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Wellington Dental Assistants and Technicians' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

WAIRARAPA.

Balfour, A. B., Main Street, Greytown.
Clarkson, Harold, Queen Street, Masterton.
Colvin, B. P., Leecroft Chambers, Masterton.
Irwin, N. M., Murrays Building, Queen Street, Masterton.
Jackson, H. E., High Street, Carterton.
Peacock and Cook, Queen Street, Masterton.
Pullyn, F. W., Princes Street, Pahiatua.
Purdie, W. H., Main Street, Pahiatua.
Redman, T. T., Queen Street, Masterton.
Rishworth, H. W., Queen Street, Masterton.

Tripe, J. S., Queen Street, Eketahuna.
 Trustrum, E. F., Jellicoe Street, Martinborough.
 Trustrum, F. E., Fitzherbert Street, Featherston.
 Wardrop and Stockwell, Vogel Street, Woodville.
 Watson, W. H., Main Street, Pahiatua.

WELLINGTON.

American Dental Parlours, 132 Upper Willis Street, C. 1.
 Anderson, Hugh N. T., T. and G. Building, Grey Street, C. 1.
 Anson, T. V., Kelvin Chambers, 16 The Terrace, C. 1.
 Armstrong, C. H., 34 Bay Road, Kilbirnie, E. 3.
 Blakeley, H. M., Colonial Mutual Buildings, C. 1.
 Burgess, T. E. K., Bank of N.Z. Buildings, corner Cuba and Manners
 Streets, C. 1.
 Cachemaille, L. M., 11 Woodward Street, C. 1.
 Caro, Eric, Kelvin Chambers, C. 1.
 Chamberlain, A. H., 12 Boulcott Street, C. 1.
 Clouston, Noel A., T. and G. Buildings, C. 1.
 Davies, Leo P., 10 Woodward Street, C. 1.
 de Latour, R. A., 113 Willis Street, C. 1.
 Dickens, Alfred, Prudential Building, C. 1.
 Dicks, W. J. P., High Street, Lower Hutt.
 Dover, H., Evening Post Building, C. 1.
 Evans, E. C., Broadway Building, Courtenay Place, C. 3.
 Fossey, Morris, Colonial Mutual Building, C. 1.
 Fouhy, T. G., Prudential Buildings, C. 1.
 Frost, H. W., H.B. Building, Lambton Quay, C. 1.
 Green, H. H., 30 Willis Street, C. 1.
 Guild and Lamont, 126 High Street, Lower Hutt.
 Haase, W. J. H., Evening Post Chambers, C. 1.
 Haywood, L. P., 10 Willis Street, C. 1.
 Hoby and Welch, 123 Willis Street, C. 1.
 Hope, Edward, P.O. Building, Parade, Island Bay, S. 2.
 Isaacs, D. N., D.I.C. Building, Lambton Quay, C. 1.
 Jackson, H., 266 Main Road, Karori, W. 3.
 Jones, T. A., 232 Jackson Street, Petone.
 Knowsley, P. H., 69A Manners Street, C. 1.
 Lee-Jones, J., T. and G. Building, Lambton Quay, C. 1.
 Litchfield, Murray, 53 Molesworth Street, N. 1.
 London Dental Institute, Hotel St. George Building, C. 1.
 MacGoun, M. D., Kelvin Chambers, The Terrace, C. 1.
 Mackenzie, D. S., Otaki Railway, Otaki.
 Mackenzie, James, 8 Woodward Street, C. 1.
 Male, F. W. S., 6 Rintoul Street, S. 1.
 Maloney, C. L., D.I.C. Building, C. 1.
 Marsdon, N., 100 Courtenay Place, C. 3.
 Middleton, A. P., Woodward Street, C. 1.
 Morpeth, K. C., Bank of N.Z. Building, Lambton Quay, C. 1.
 Nicholson, A. C., 46 Mercer Street, C. 1.
 Paulin Millen, 332-340 Lambton Quay, C. 1.
 Powell, Roland, 2 Courtenay Place, C. 3.
 Prain-Ambler, T. A., John Street Corner, S. 1.
 Quinn, J. J., Hamilton Chambers, Lambton Quay, C. 1.
 Rimmer, P., 276-278 Lambton Quay, C. 1.
 Sapsford, E. A., 101 Willis Street, C. 1.
 Simpson, 25 Courtenay Place, C. 3.
 Sommerville, W. P., corner of Hill and Molesworth Streets, N. 1.
 Struthers, W. B., Hannah's Building, Lambton Quay, C. 1.

Thompson, E. G., 155 High Street, Lower Hutt.
 Tripe, Riddler, and Rawson, 131 Willis Street, C. 1.
 Turrell, M. E., D.I.C. Building, Lambton Quay, C. 1.
 United Dental Service, 54-56 Manners Street, C. 1.
 Vial, B. D., 33 Willis Street, C. 1.
 Watkins, S. T., 132 High Street, Lower Hutt.
 West, F. V. W., 173 Riddiford Street, S. 1.
 Wilkinson, Herbert S., 16 The Terrace, C. 1.
 Willis, N. E., corner of Jackson and Richmond Streets, Petone.
 Wright, G. W., D.I.C. Building, C. 1.
 Wellington Hospital Board, A. R. Thorne, Superintendent, Riddiford Street, Wellington.

MANAWATU.

Anderson and Bell, The Square, Palmerston North.
 Brewer, E. H., Jubilee Buildings, Feilding.
 Broad, C. V., Newton, 57 Kimbolton Road, Feilding.
 Delehanty, P. S., Manchester Street, Feilding.
 Hall, Sidney, corner of Bath and Oxford Streets, Levin.
 Hooper, Richmond, 89 Broadway, Palmerston North.
 Hornblow, J. S., Clarendon Building, Palmerston North.
 Mackenzie, D. S., Oxford Street, Levin.
 Parrington, E. I., Keedwell's Building, Levin.
 Pullyn and Davidson, Broadway, Palmerston North.
 Scott Bros., Bank of Australasia Building, The Square, Palmerston North.
 Small, C. A., Union Bank Chambers, Palmerston North.
 Stockwell, F. G., Waldergrave Building, Palmerston North.
 Stockwell, F. H., Goodbehere Street, Feilding.
 Tennent, W. B., The Square, Palmerston North.
 Williams and McKegg, Coleman Place, Palmerston North.
 Wimsett, E. R., Civic Building, Palmerston North.

WANGANUI.

Allan, D. T., Victoria Avenue, Wanganui.
 Benjamin, L. R. D., Guyton Street, Wanganui.
 Boyes, A. H., National Bank Building, Wanganui.
 Broughton, K. V., D.S.A. Building, Guyton Street, Wanganui.
 Davies, R. B., Seddon Street, Taihape.
 de Latour, L. B. H., Bennett's Building, Taihape.
 Earle, D. W., McGruer's Building, Wanganui.
 Edwards, H. C., Carlton Building, Victoria Avenue, Wanganui.
 Frost, H. W. (Wanganui), Ltd., Broadway Building, Wanganui.
 Gilbert, L. I. B., Carlton Building, Victoria Avenue, Wanganui.
 Gilbert, E. C., Patea.
 Hewat, R. E. T., Commercial Bank Building, Wanganui.
 Hobbins, H. V., National Bank Building, Wanganui.
 Holdaway, G. M., Wellington Road, Marton.
 Hooper and Ball, 1 High Street, Marton.
 Ingle, H. A., Broadway, Marton.
 McBrearty, P. J., Hastings; Moore Building, Guyton Street, Wanganui.
 Nicholson, Murray, Maria Place, Wanganui.
 O'Keefe, F. J., Wilson's Building, Taihape.
 Prowse, W. A., Victoria Avenue, Wanganui.
 Sherriff, Lionel, Commercial Bank Building, Wanganui.
 Strauchon, J. H., Patea.
 Twomey, J. C., 124 Somme Parade, Wanganui.
 Wylie, J. W., Milne Street, Hunterville.

HAWKE'S BAY.

- Bradley, V. H., Runwha Street, Waipukurau.
 Chick and Anderson, Cosmopolitan Building, High Street, Dannevirke.
 Clarkson, J. G., Runwha Street, Waipukurau.
 Cornford, J. R., Emerson Street, Napier.
 Dallas, T. J., Limbrick's Building, Waipawa.
 Davies, E. (Hastings), Ltd., Central Building, Hastings.
 Davies, E. (Napier), Ltd., Holt's Building, Hastings Street, Napier.
 Davies, Geo. H., Karamu Road, Hastings.
 Faulkner, G. J., Russell Street, Hastings.
 Faulkner, J. J., Queen Street, Hastings.
 Flynn, E. J., Heretaunga Street, Hastings.
 Fryer, F. C., Heretaunga Street, Hastings.
 Fussell, Frank N., Market Street, Napier.
 Hole, Sidney H., Tennyson Street, Napier.
 McDonald and Crawford, Wairoa.
 Melles, A. G., Ward Street, Dannevirke.
 Menzies, B. R., 43 Dickens Street, Napier.
 Merrick, G. E., Emerson Street, Napier.
 O'Meara, A. E., Karamu Road, Hastings.
 Owen, N. A., 210 Lyndon Road, Hastings.
 Prichard, P. T., High Street, Dannevirke.
 Ronberg, D. P., Hastings Street, Napier.
 Scott, J. F., National Bank Chambers, High Street, Dannevirke.
 Sutton, R. I., National Bank Chambers, Napier.
 Tocker, H. H., Masson House, Dalton Street, Napier.
 Whyte, E. R., Queen Street, Hastings.
 Williams, A. M., Tennyson Street, Napier.
 Woods, C. E. T., Waipawa.
 Wylie, M., Heretaunga Street, Hastings.
 Zeile, Herbert, Tennyson Street, Napier.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and

provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as hereinafter provided, and shall continue in force until the 2nd day of November, 1937, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 13th day of November, 1936.

[L.S.]

E. PAGE, Judge.

SCHEDULE.

Hours of Work.

1. The hours of work shall be forty-two per week, to be worked between the hours of 8.30 a.m. and 6 p.m. on five days of the week, and between 8.30 a.m. and 12 noon on the day of the statutory half-holiday, one hour to be allowed for dinner.

Wages.

2. The following shall be the rates of wages: Junior workers, who shall be seventeen years of age before starting work £1 per week, with an increase of 5s. each six months. After three years' service the assistant shall then be classed as a senior, when the wages shall be not less than £2 10s. per week. A senior assistant shall be allowed to do one and a half hours' polishing and plaster work other than investing. Where no accountant is in charge of the books of account and an assistant is required to do booking and/or is employed up to one and a half hours in the workroom she shall be paid not less than £2 15s. per week. No assistant shall have her present wage reduced by reason of the coming into operation of this award. It is no part of an assistant's duty to do charring or major laundry work in connection with her employment under this award.

Overtime.

3. All time worked outside of and in excess of the hours mentioned in clause 1 hereof shall be paid for at the following rates: Time and a half for the first three hours; thereafter, double time.

Holidays.

4. The following days shall be observed as holidays: New Year's Day and the day after, Anniversary Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, and Boxing Day. Work done on any of the foregoing days shall be paid for at double time rates. In addition to the above holidays assistants shall be allowed one week's holiday on full pay. Assistants leaving or being dismissed shall be allowed and paid for the proportionate amount of the holiday.

Sickness.

5. Time, up to two weeks in any one year, lost by the assistant through sickness shall be paid for, and the assistant shall, if required so to do, provide a doctor's certificate.

Payment of Wages.

6. All wages, including overtime, shall be paid weekly, before time for ceasing work, on any day of the week not later than Thursday.

Term of Engagement.

7. (a) The employment shall be deemed to be a weekly employment.

(b) Not less than one working week's notice shall be given by either party of the termination of the engagement.

Casual Workers.

8. Workers employed for less than one week shall be deemed to be casual and shall be paid 25 per cent. additional to the rates prescribed in clause 2 hereof.

Uniforms.

9. Uniforms shall be supplied to all juniors or in lieu thereof an allowance of 7s. 6d. for each uniform required may be paid. The uniforms of junior and senior assistants shall be laundered at the employer's expense.

Right of Entry upon Premises.

10. The secretary or other authorized officer of the union of workers shall, with the consent of the employer (which consent shall not be unreasonably withheld), be entitled to enter at all reasonable times upon the premises or works, and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Workers to be Members of Union.

11. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ in the industry to which this award relates any adult person who is not for the time being a member of an industrial union of workers bound by this award or who is not for the time being a member of a trade-union which was registered as such before the 1st day of May, 1936, and which is bound by this award:

Provided, however, that any non-unionist may be continued in employment by an employer bound by this award during any time while there is no member of a union bound by this award who is available to perform the particular work required to be done and is ready and willing to undertake it.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards shall be deemed to be an adult.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

Under-rate Workers.

12. (a) Any worker who considers herself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, her past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring her to have her wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Scope of Award.

13. This award shall operate throughout the Wellington Industrial District.

Term of Award.

14. This award, in so far as it relates to wages, shall be deemed to have come into force on the 2nd day of November, 1936, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 2nd day of November, 1937.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 13th day of November, 1936.

[L.S.]

— E. PAGE, Judge.

MEMORANDUM.

The only matter referred to the Court related to under-rate workers. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

E. PAGE, Judge.