

**WELLINGTON HOSPITAL BOARD PORTERS, ATTENDANTS,
AND MALE NURSES.—INDUSTRIAL AGREEMENT.**

THIS Industrial Agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 14th day of October, 1937, between the Wellington Caretakers, Cleaners, and Lift-attendants' Industrial Union of Workers (hereinafter called "the union"), of the one part, and Wellington Hospital Board, Wellington (hereinafter called "the employers"), of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

SCHEDULE.

1. (a) For the purpose of this agreement a "porter" shall be deemed to be a worker who is employed in cleaning and general duties in or about the Hospital.

(b) For the purpose of this agreement an "attendant" shall be deemed to be a worker who is employed as such in any department in the hospital.

(c) For the purpose of this agreement a "male nurse" shall be deemed to be a worker who is employed as such in any department in the hospital as necessary.

(d) For the purpose of this agreement a "night porter" shall be deemed to be a worker who commences not earlier than 2 p.m.

(e) For the purpose of this agreement a worker employed as an "attendant" at the Central Park Hospital shall be deemed to be a "porter."

Hours of Work.

2. (a) Where practicable, forty hours shall constitute a week's work, such work to be done on five days, of eight hours

per day. Where this is not possible workers can be employed for forty-four hours one week and thirty-six the following week, but not more than eight hours per day.

(b) For casual workers the daily hours (without the payment of overtime) shall not exceed eight hours per day.

Wages.

3. The following shall be the minimum rate of wages payable to the particular class of employee set opposite hereto:—

Head porter	..	..	£5 7s. 6d. per week.
Hall porter	..	..	£5 2s. 6d. per week.
Porters	..	..	£4 10s. per week.
Porters living in	..	..	£3 10s. per week.
Head attendant	..	..	£300 per year.
Attendants and male nurses	..	..	£255 per year.
Casual workers	..	..	2s. 4d. per hour.

Overtime.

4. (a) All time worked in excess of the hours specified in clause 2 hereof, except when relieving for sickness on days off or in cases of emergency, shall be considered overtime, and shall be paid for at the following rates: Time and a half for the first four hours, thereafter double time rates.

(b) All porters living in shall be paid overtime rates on other wage-rate they receive, plus £1.

(c) A minimum payment of one-half hour shall be made for each call.

Holidays.

5. (a) The following holidays shall be allowed without deduction in wages: New Year's Day, 2nd January, Anniversary Day, Good Friday, Anzac Day, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day.

(b) Any worker required to work on any of the above-mentioned holidays shall have one day added to the annual leave for every day so worked.

(c) After twelve months' service workers, with the exception of night porters shall receive two weeks' holiday with pay.

(d) Night porters on the completion of twelve months' service shall receive three weeks' holiday on pay, but shall not be entitled to any extra holidays for work done on statutory holidays.

(e) Porters who live in shall receive an additional payment of £1 per week whilst on holidays.

(f) Notwithstanding anything in the foregoing subclauses, workers can be paid double time rates for all time so worked.

Termination of Employment.

6. (a) For employees on weekly wages one week's notice of termination of employment shall be given by the Board or the employee.

(b) For employees on a monthly salary one month's notice of the termination of employment must be given by the Board or the employee.

(c) Nothing in this clause shall prevent an employee from instant dismissal if his conduct so warrants such action.

General.

7. (a) Should an employee be required to attend a post-mortem he shall be paid 2s. 6d. extra for all post-mortems attended at the hospital, and 5s. extra for all post-mortems attended outside the hospital.

(b) Accommodation for changing, and bathing if necessary, shall be provided for non-resident staff.

(c) Weekly wages shall be paid not later than Thursday in each week.

Uniform.

8. If employees are required to wear uniforms, such uniforms shall be provided for by the Hospital Board.

Sick Leave.

9. Employees covered by this agreement shall be granted sick leave in accordance with the by-laws of the Wellington Hospital Board.

Medical and Surgical Treatment.

10. Employees shall be granted free medical and surgical treatment.

Matters not provided for.

11. In the event of any matter not provided for in this agreement arising, such matter shall be settled by the secretary of the union and a member of the Board, or its appointee. Failing settlement of any question, two representatives of the union and two representatives of the Board shall be appointed, they shall appoint a Chairman, and the decision of such Committee shall be final.

Right of Entry.

12. (a) The secretary or other authorized person 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 employers business.

(b) The employer shall on request notify the secretary of the union of the names and addresses of the workers covered by this agreement.

Scope of Agreement.

13. This agreement shall apply to all workers specified in the employ of the Wellington Hospital Board.

Workers to be Members of Union.

14. (a) It shall not be lawful for any employer bound by this agreement to employ or to continue to employ in any position or employment subject to this agreement any adult person who is not for the time being a member of an industrial union of workers bound by this agreement 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 agreement: Provided, however, that any non-unionist may be continued in any position or employment by an employer bound by this agreement during any time while there is no member of the union bound by this agreement who is available to perform the particular work required to be done, and is ready and willing to undertake it.

(b) For the purpose 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 agreement 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.)

Term of Agreement.

15. This agreement, in as far as it relates to wages, shall be deemed to have come into force on the 5th day of August, 1937, and so far as all other conditions are concerned it shall

come into force on the day of the date hereof; and this agreement shall continue in force until the 1st day of August, 1939.

In witness thereof—

Wellington Hospital Board—

[L.S.] J. GLOVER, Chairman.
A. W. CROSKERY, Member of Board.

Witness—J. B. I. Cook.

Wellington Caretakers, Cleaners, and Lift-attendants
Industrial Union of Workers—

[L.S.] W. L. CLAMP, President.
J. H. COLLINS, Secretary.

Witness—L. C. Hart.
