

NEW ZEALAND RETAIL CHEMISTS' ASSISTANTS.—AMENDMENT  
OF AWARD

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and the Economic Stabilization Emergency Regulations 1942; and in the matter of an application for amendment of the New Zealand Retail Chemists' Assistants' award, dated the 14th day of October, 1943, and recorded in 43 Book of Awards 517.

In pursuance and exercise of the powers vested in it by the Economic Stabilization Emergency Regulations 1942, and upon application made by a party to the New Zealand Retail Chemists' Assistants' award, dated the 14th day of October, 1943, and recorded in 43 Book of Awards 517, this Court doth hereby order as follows:—

1. That the said award shall be amended—

(i) By deleting clause 4, and substituting therefor the following clause:—

“ *Wages*

“ 4. (a) The following shall be the minimum rates of wages:—

Per Week.  
£ s. d.

“ (i) Managers .. .. . 7 11 0

“ A relieving manager shall be paid not less than 10s. per week in excess of the rate prescribed for a manager.

“ (ii) Assistants—

“ Qualified assistants .. .. . 6 18 6

“ Unqualified assistants—

“ Under 21 years of age .. .. . 4 11 0

“ 21 years of age and under 22 years of age .. .. . 5 11 0

“ 22 years of age and under 23 years of age .. .. . 5 18 6

“ 23 years of age and over .. .. . 6 6 0

“ (b) Casual workers shall be paid not less than 3s. 11½d. per hour in the case of qualified assistants, and 3s. 7½d. per hour in the case of unqualified assistants.

“ (c) (i) Relieving assistants' or relieving managers' travelling-expenses shall be paid in addition to wages if employed outside a radius of five miles from the chief post-office in any town.

“ (ii) Any such assistant or manager who is required to live away from his permanent home shall receive a board allowance of £2 5s. per week, or the employer may provide board and lodging in lieu thereof.

“(d) Any worker employed in a chemist’s shop other than those referred to in subclauses (a), (b), (c), (d), and (e) of clause 2 or in subclause (e) of this clause shall be paid not less than the following rates of wages:—

	Males.			Females.				
	Per Week.	£	s.	d.	Per Week.	£	s.	d.
“(i) Under 15 years of age—								
“ First six months .. ..	1	1	0	1	1	0		
“ Second six months .. ..	1	5	0	1	5	0		
“ Third six months .. ..	1	10	0	1	10	0		
“ Fourth six months .. ..	1	15	6	1	14	6		
“ Fifth six months .. ..	2	1	0	1	19	0		
“ Sixth six months .. ..	2	6	6	2	3	6		
“ 17 years of age and under 18 years .. ..	2	12	6	2	8	6		
“ 18 years of age and under 19 years .. ..	3	0	0	2	11	6		
“ 19 years of age and under 20 years .. ..	3	10	0	2	17	0		
“ 20 years of age and under 21 years .. ..	4	0	0	3	1	0		
“ 21 years of age and under 22 years .. ..	4	13	0	3	5	6		
“ 22 years of age and under 23 years .. ..	5	6	0	3	11	0		
“ 23 years of age and over .. ..	6	1	0	3	18	6		

“(ii) Where the worker enters or has entered on the duties of a shop-assistant without previous experience—

“ Between the ages of 15 and 16 years—

	Males.			Females.				
	Per Week.	£	s.	d.	Per Week.	£	s.	d.
“ During the first six months’ experience .. ..	1	1	0	1	1	0		
“ During the second six months’ experience .. ..	1	5	0	1	5	0		
“ During the third six months’ experience .. ..	1	10	0	1	10	0		
“ During the fourth six months’ experience .. ..	1	15	6	1	14	6		
“ During the fifth six months’ experience .. ..	2	2	0	1	19	0		

	Males.			Females.				
	Per Week.	£	s.	d.	Per Week.	£	s.	d.
" During the sixth six months' experience .. ..	2	9	0	2	3	6		
" And thereafter, in accordance with paragraph (i) of this subclause.								
" Between the ages of 16 and 17 years—								
" During the first six months' experience .. ..	1	6	0	1	4	0		
" During the second six months' experience .. ..	1	10	6	1	8	6		
" During the third six months' experience .. ..	1	16	0	1	13	0		
" During the fourth six months' experience .. ..	2	1	6	1	17	6		
" During the fifth six months' experience .. ..	2	9	0	2	2	6		
" During the sixth six months' experience .. ..	2	17	6	2	7	6		
" And thereafter, in accordance with paragraph (i) of this subclause.								
" Between the ages of 17 and 18 years—								
" During the first six months' experience .. ..	1	10	6	1	6	6		
" During the second six months' experience .. ..	1	16	0	1	11	0		
" During the third six months' experience .. ..	2	4	0	1	15	6		
" During the fourth six months' experience .. ..	2	11	6	2	0	6		
" During the fifth six months' experience .. ..	3	0	0	2	5	6		
" During the sixth six months' experience .. ..	3	11	0	2	11	6		
" And thereafter, in accordance with paragraph (i) of this subclause.								
" Between the ages of 18 and 19 years—								
" During the first six months' experience .. ..	2	4	0	1	11	0		

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
"During the second six months' experience .. .. .	2	11	6	1	16	6
"During the third six months' experience .. .. .	3	0	0	2	2	6
"During the fourth six months' experience .. .. .	3	7	6	2	7	6
"And thereafter, in accordance with paragraph (i) of this subclause.						
"Between the ages of 19 and 21 years—						
"During the first six months' experience .. .. .	2	12	6	1	16	6
"During the second six months' experience .. .. .	3	0	0	2	2	6
"During the third six months' experience .. .. .	3	7	6	2	7	6
"During the fourth six months' experience .. .. .	4	0	0	2	15	0
"And thereafter, in accordance with paragraph (i) of this subclause.						

"(e) (i) Storemen, packers, and porters employed in a chemist's shop shall be paid not less than the following rates of wages:—

	Per Week.		
	£	s.	d.
"Under 16 years of age .. .. .	1	5	0
"16 to 16½ years of age .. .. .	1	10	0
"16½ to 17 years of age .. .. .	1	15	0
"17 to 17½ years of age .. .. .	2	1	0
"17½ to 18 years of age .. .. .	2	6	0
"18 to 19 years of age .. .. .	2	15	0
"19 to 20 years of age .. .. .	3	6	0
"20 to 21 years of age .. .. .	4	0	0
"Thereafter .. .. .	5	11	0

"(ii) Lift attendants employed in a chemist's shop shall be paid not less than £5 ls. per week: Provided that any female lift attendant employed on the coming into operation of this award may continue her present employment as long as she is paid not less than £3 8s. 6d. per week.

"(f) Any worker of the age of twenty-one years and upwards shall be paid not less than the basic wage for the time being prevailing."

(ii) By deleting subclause (a) of clause 9 (Payment for Holidays and Overtime), and substituting therefor the following subclause:—

“(a) Except as provided in subclause (b) of this clause, all time worked in any one day in excess of the ordinary hours prescribed in clause 3 shall be paid for at the rate of time and a half for the first three hours and thereafter at double time rates: Provided that the minimum rate of payment shall be 1s. 9½d. per hour.

“Overtime shall be calculated on a daily basis: Provided, however, that, subject to sections 21 and 23 of the Shops and Offices Act, 1921–22, any time worked in excess of forty-four hours per week shall be paid for at the rate of time and a half.

“A worker who is called upon to work overtime shall be paid 2s. tea-money.

“The provisions of clause 5 of this award increasing rates of remuneration shall not apply to the meal-money payment provided for in this subclause.”

2. That this order shall be deemed to have come into force on the 1st day of April, 1945.

Dated this 18th day of June, 1945.

[L.S.]

A. TYNDALL, Judge.

#### DISSENTING OPINION OF MR. MONTEITH

This does not preserve and restore the position of these workers in relation to the majority of workers in New Zealand, but has the effect of making a new classification for weekly workers under some awards (this is one) and leaves these workers in a lower relative position in the wage structure than they occupied before. They should have received an additional 1s. 10d. to preserve their relative position; in fact, they have not been restored to the proper position in the wage structure.